



ALABAMA ASSOCIATION
OF
SCHOOL BOARDS

*Developing Excellent
School Board Leaders*

Cullman City Superintendent Evaluation

May 2015

Evaluation Overview

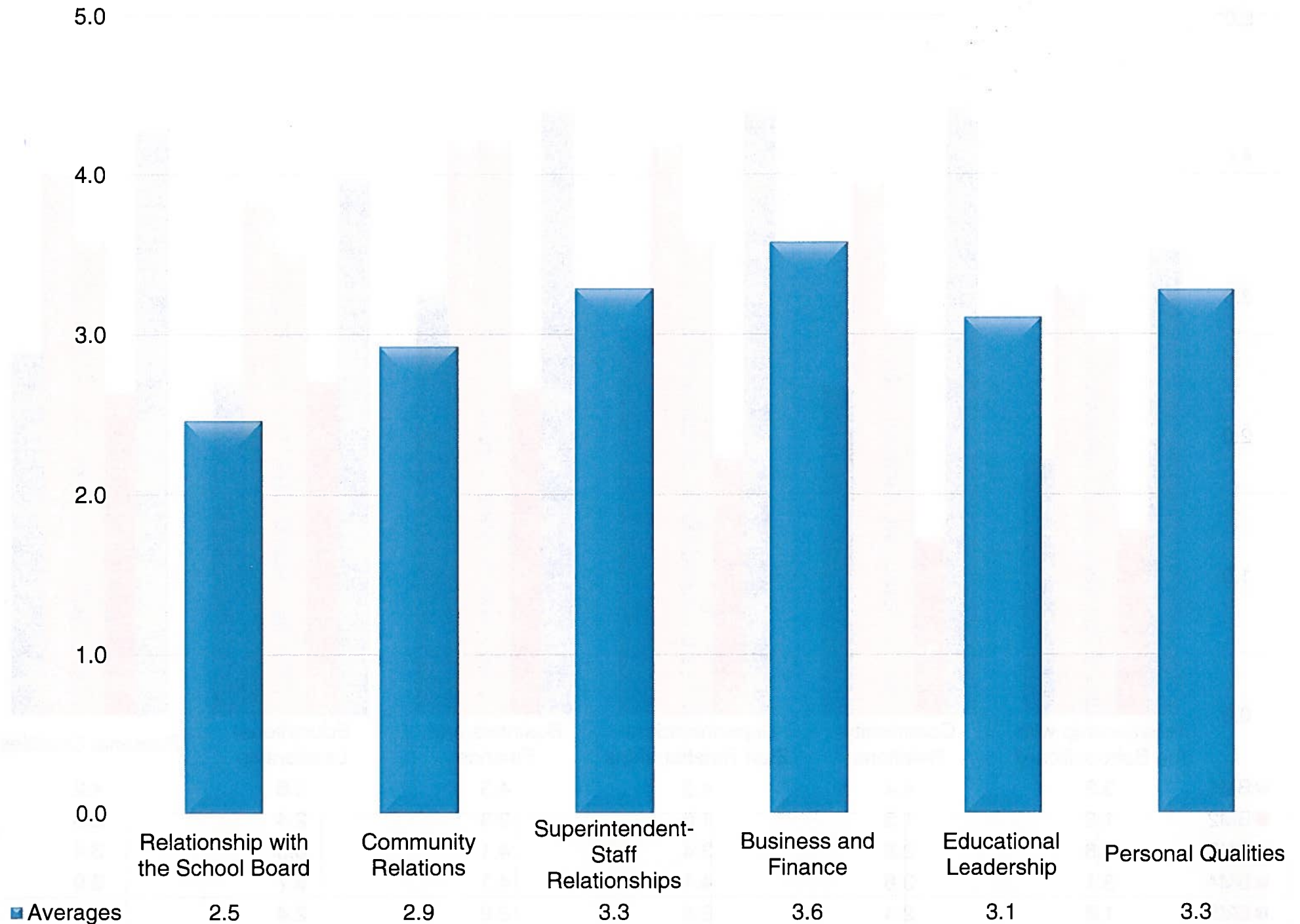
- 360-degree evaluation
 - Board (5)
 - Administrators (24)
 - Stakeholders (20)
- Conducted May 4-15

Board Members Results

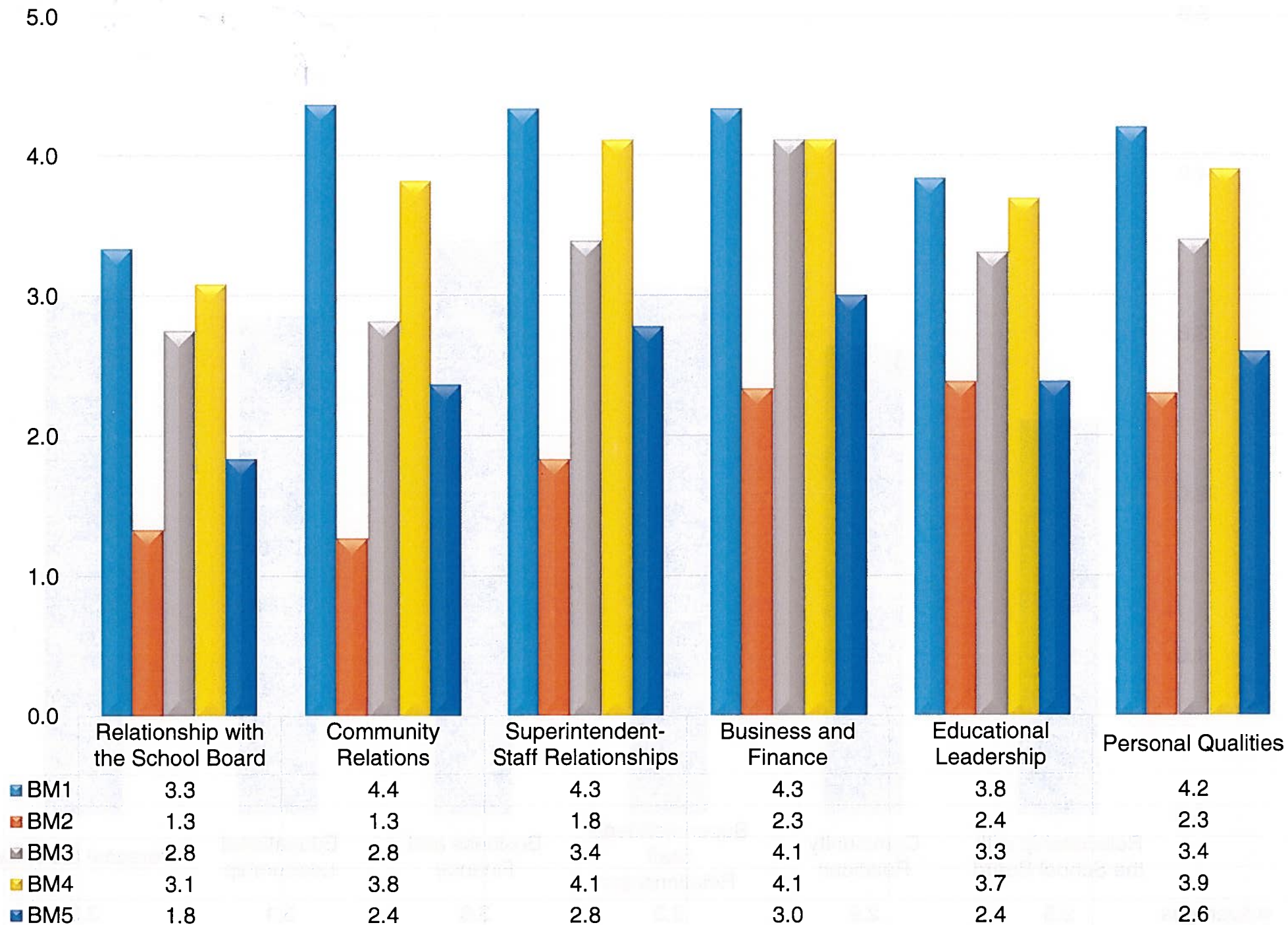
Rating Scale

- 1 – Does not meet expectations**
- 2 – Needs development**
- 3 – Neutral – Not applicable**
- 4 – Meets expectations**
- 5 – Exceeds expectations**

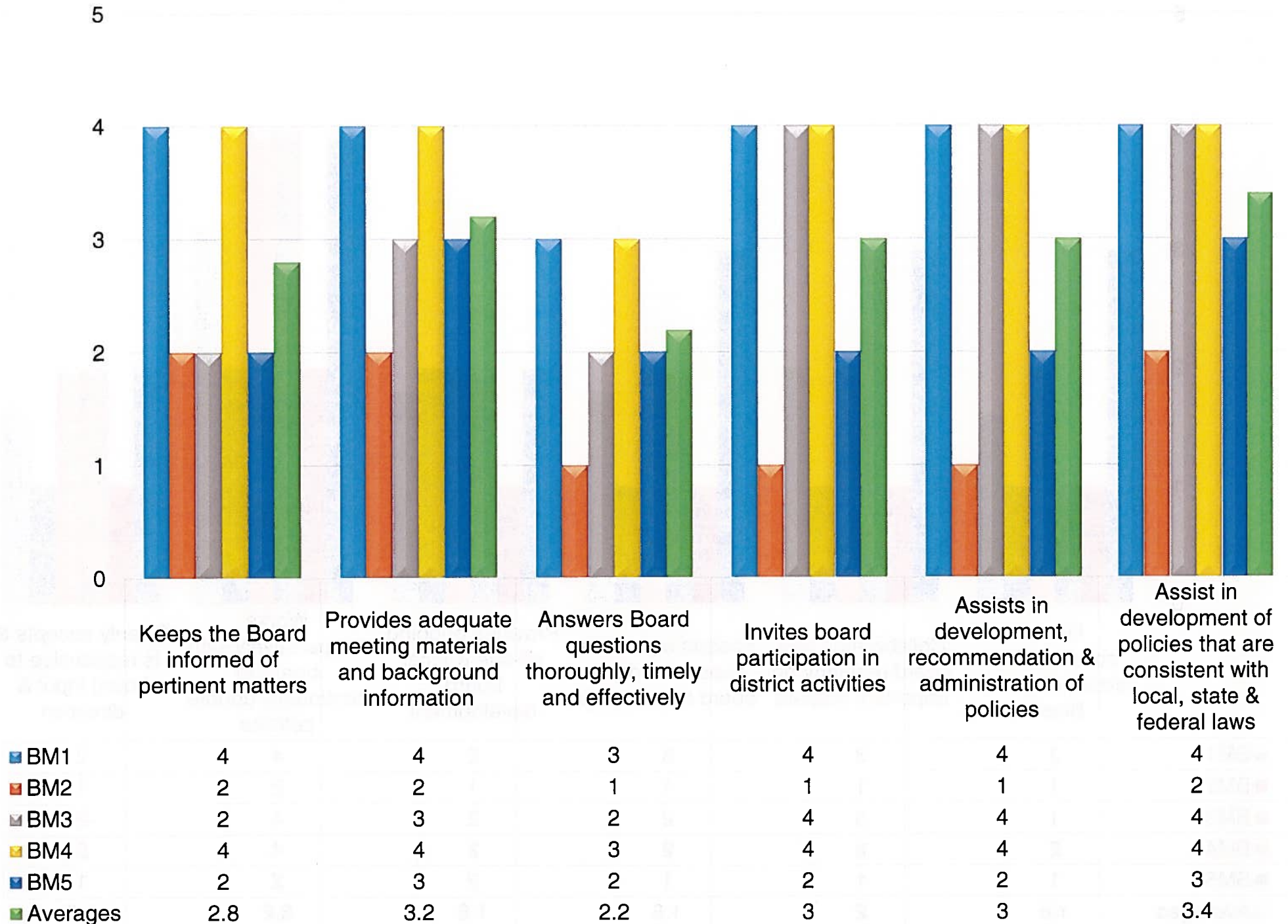
Category Averages



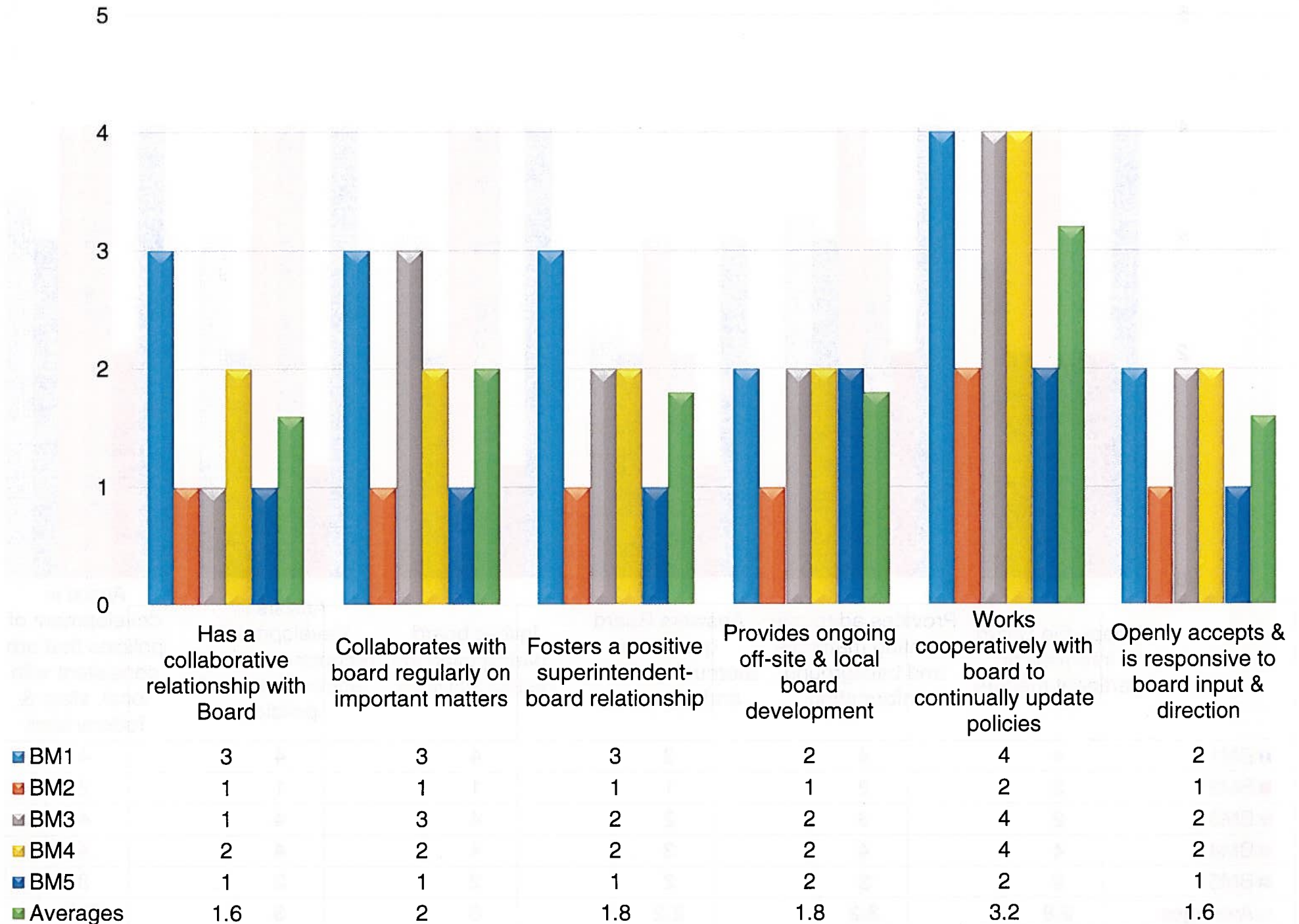
Board Member Averages



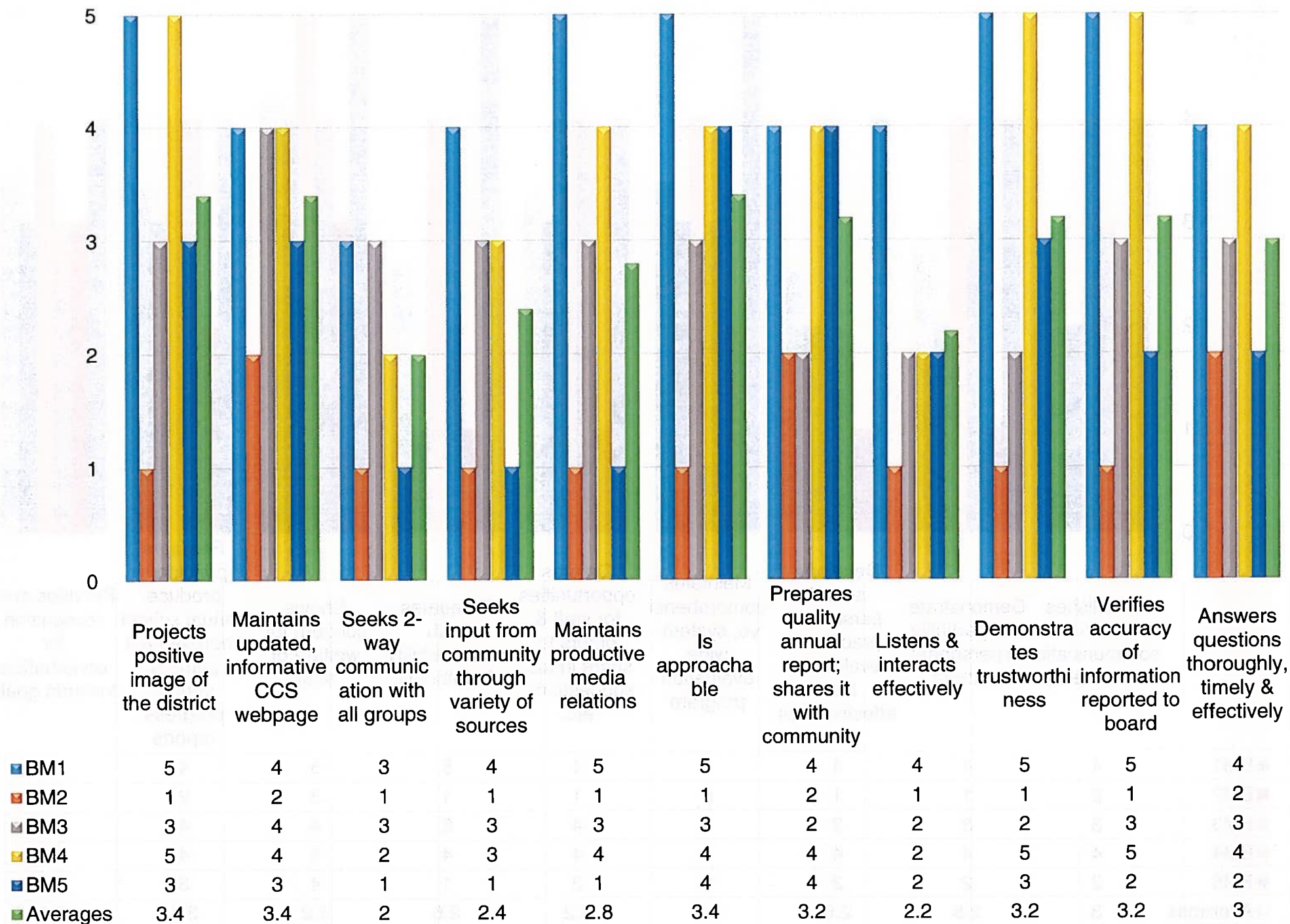
Relationship with the School Board (1 of 2)



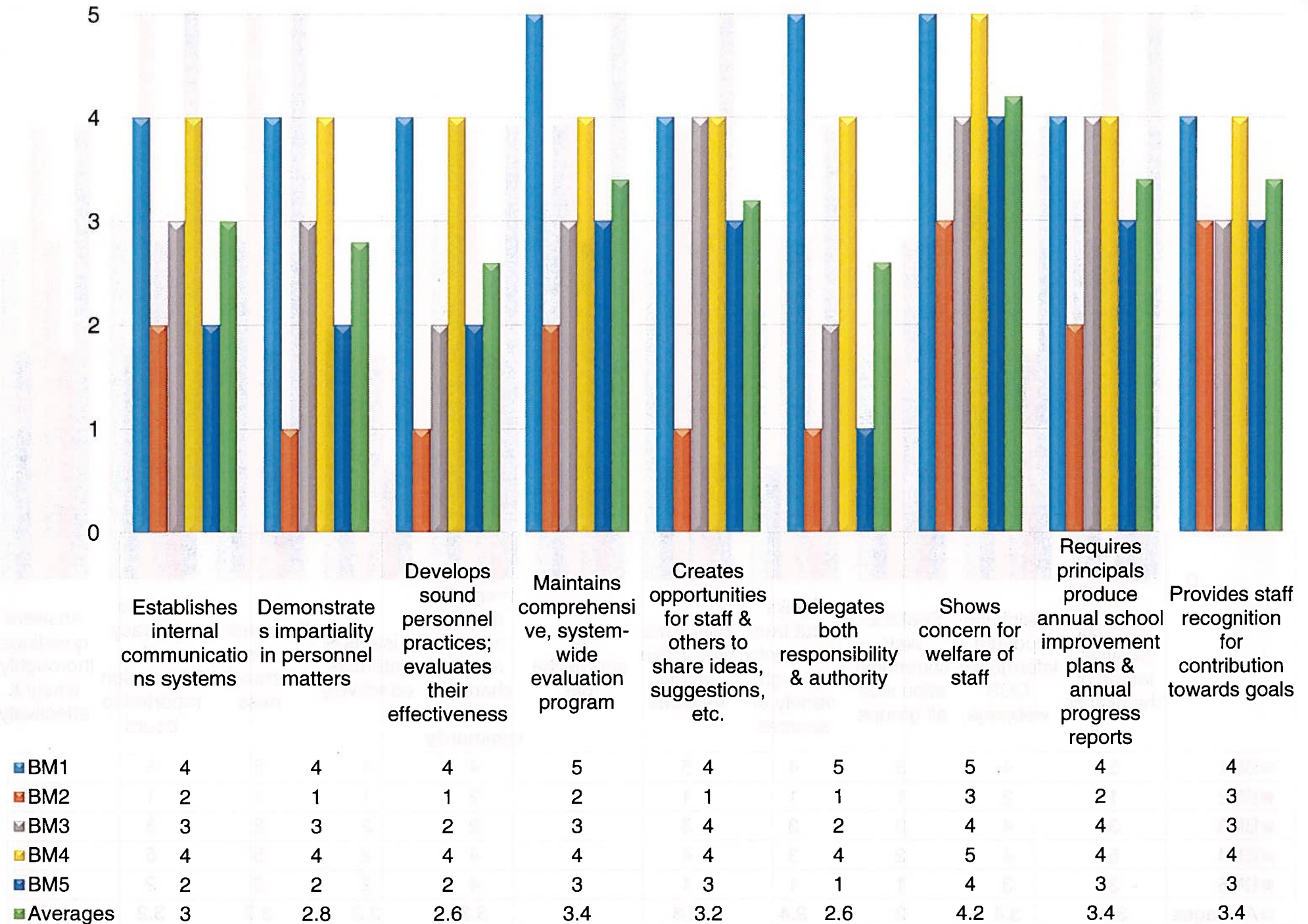
Relationship with the School Board (2 of 2)



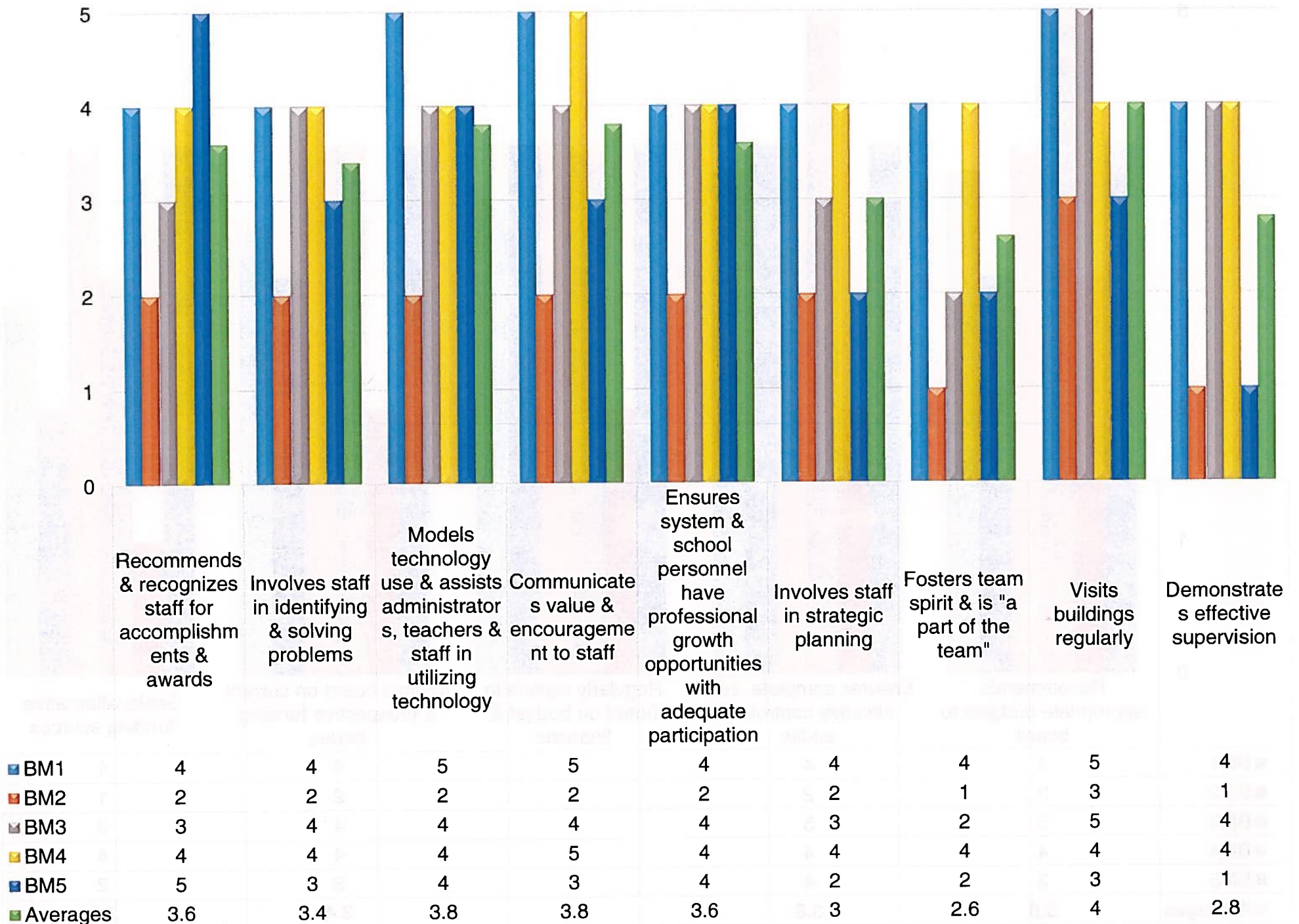
Community Relations



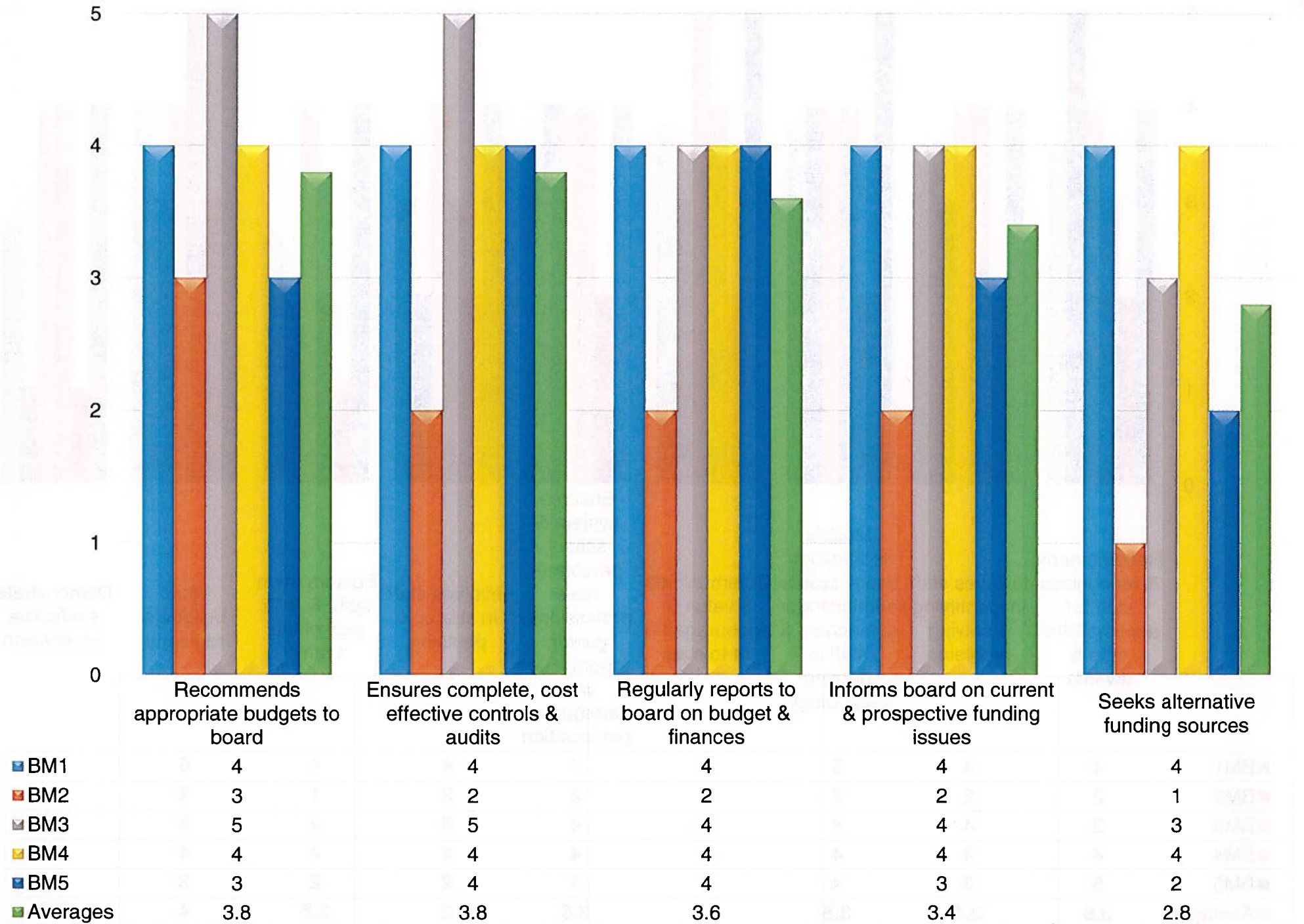
Superintendent/Staff Relationships (1 of 2)



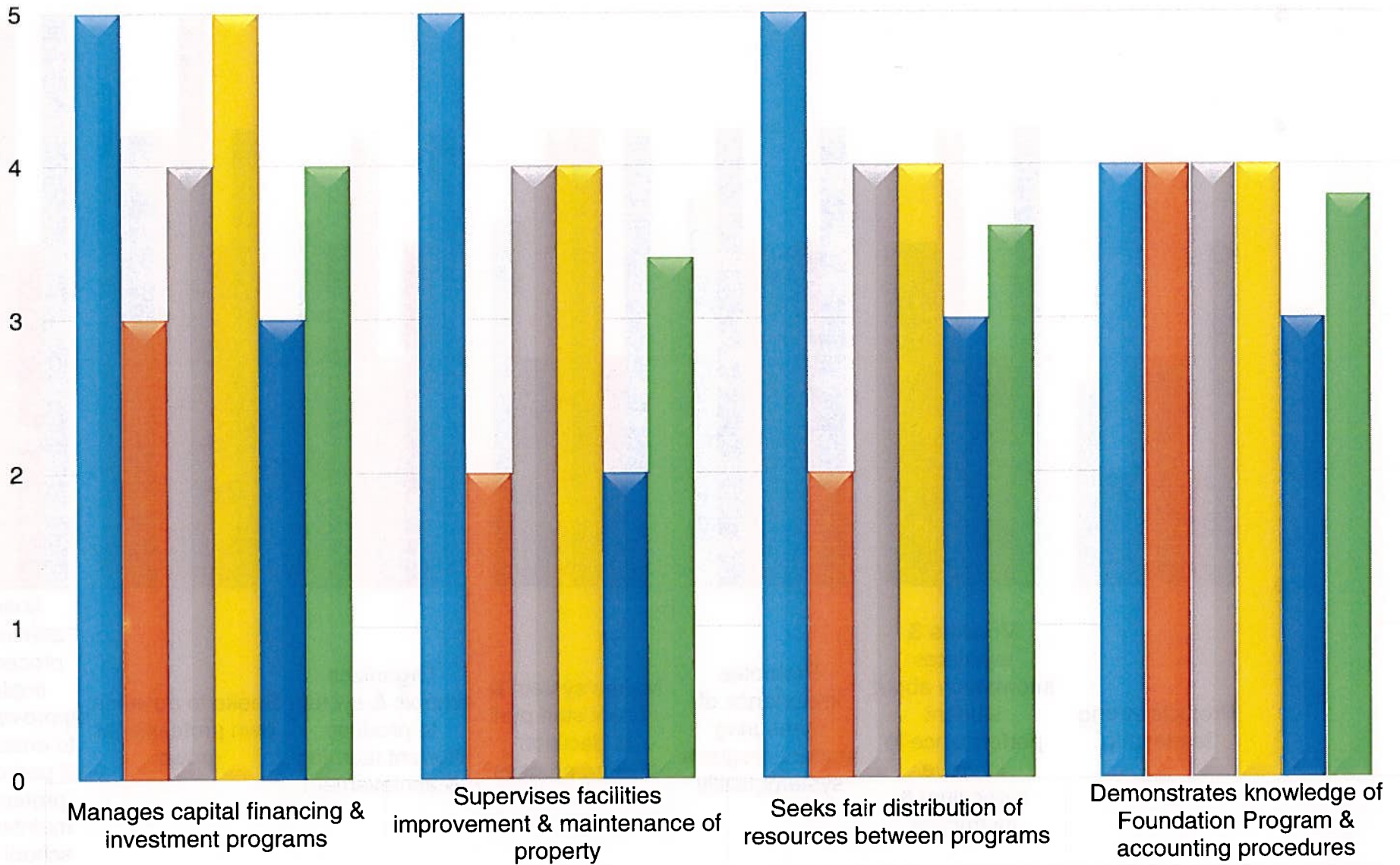
Superintendent/Staff Relationships (2 of 2)



Business & Finance (1 of 2)



Business & Finance (2 of 2)



- BM1
- BM2
- BM3
- BM4
- BM5
- Averages

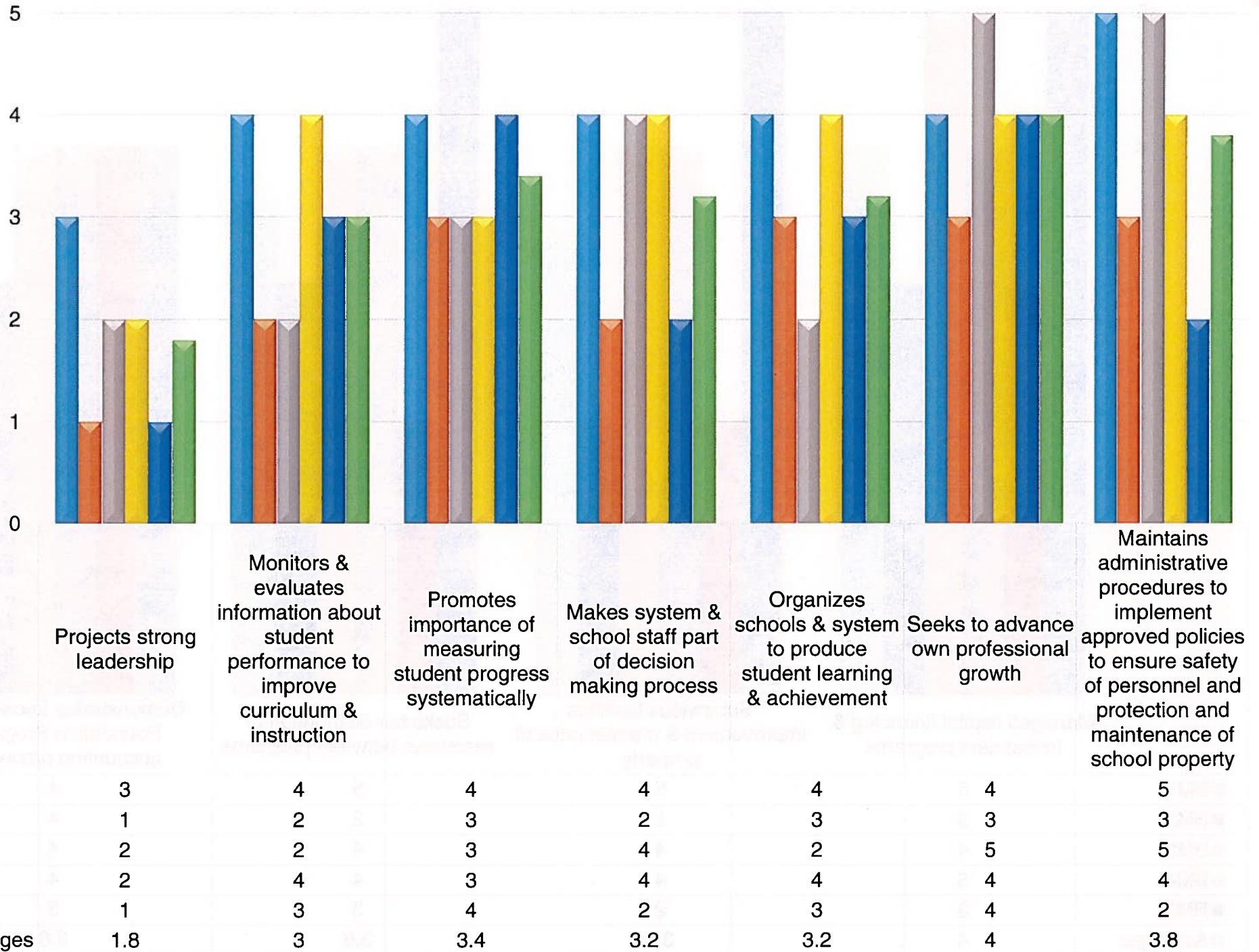
5
3
4
5
3
4

5
2
4
4
2
3.4

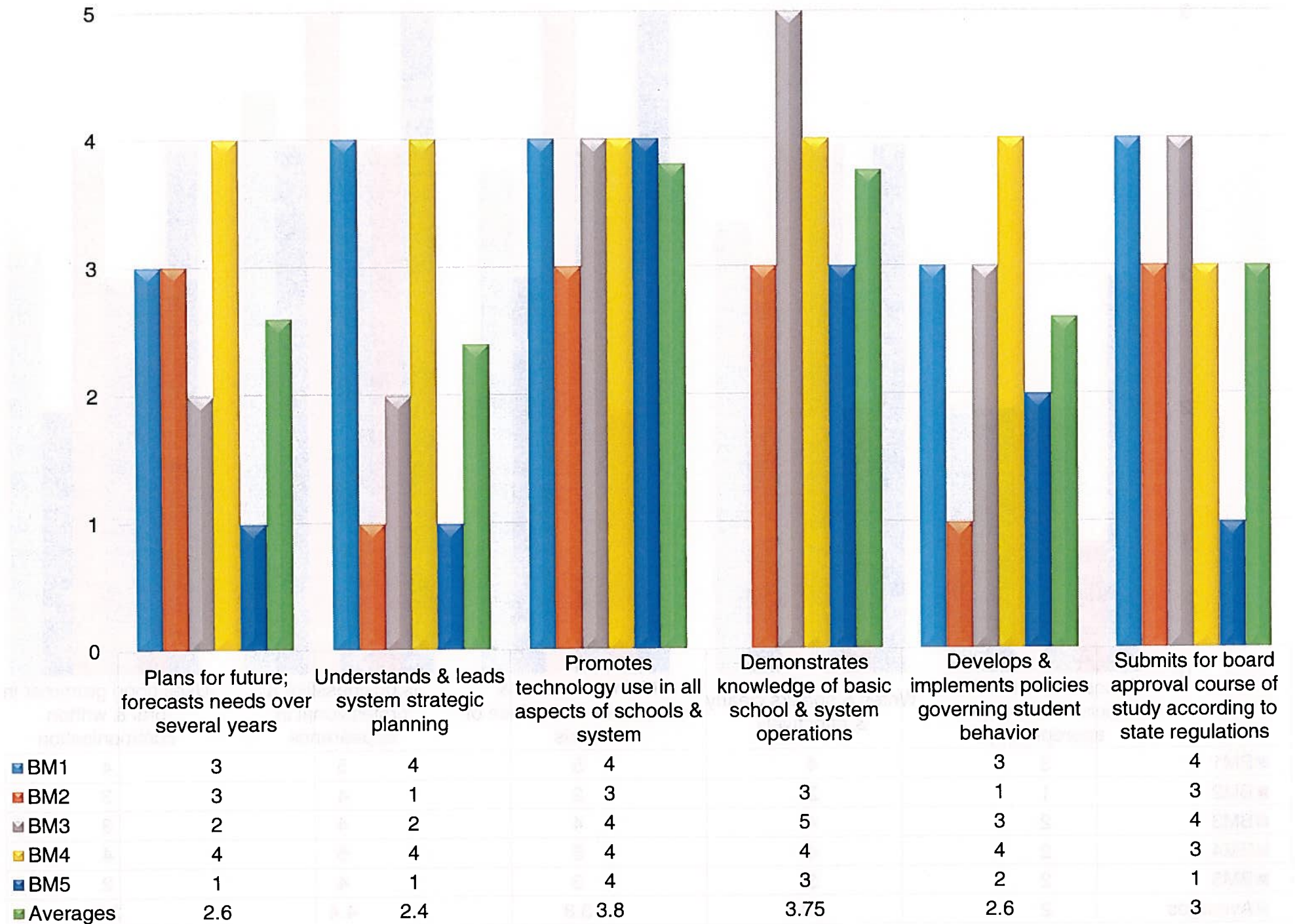
5
2
4
4
3
3.6

4
4
4
4
3
3.8

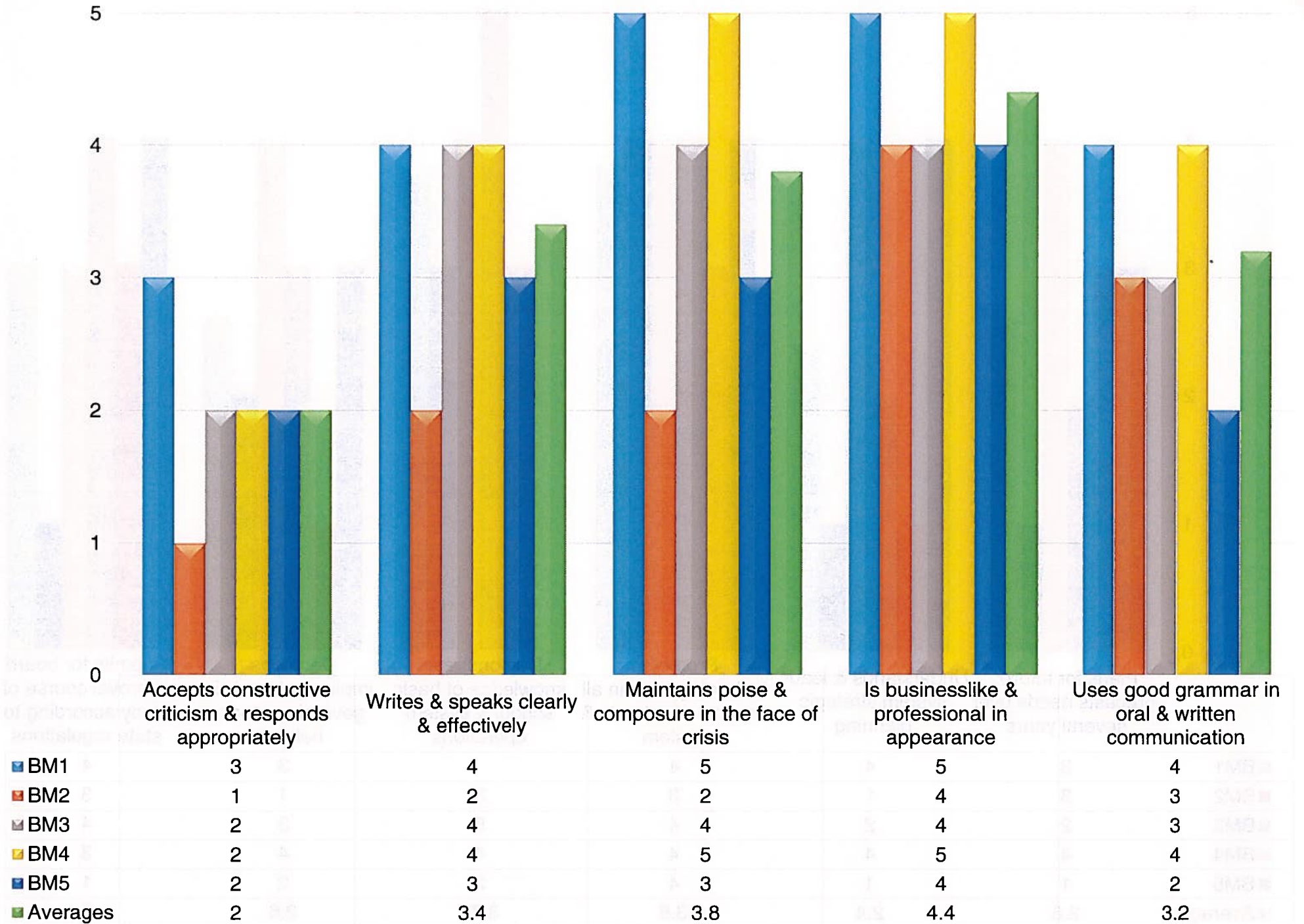
Educational Leadership (1 of 2)



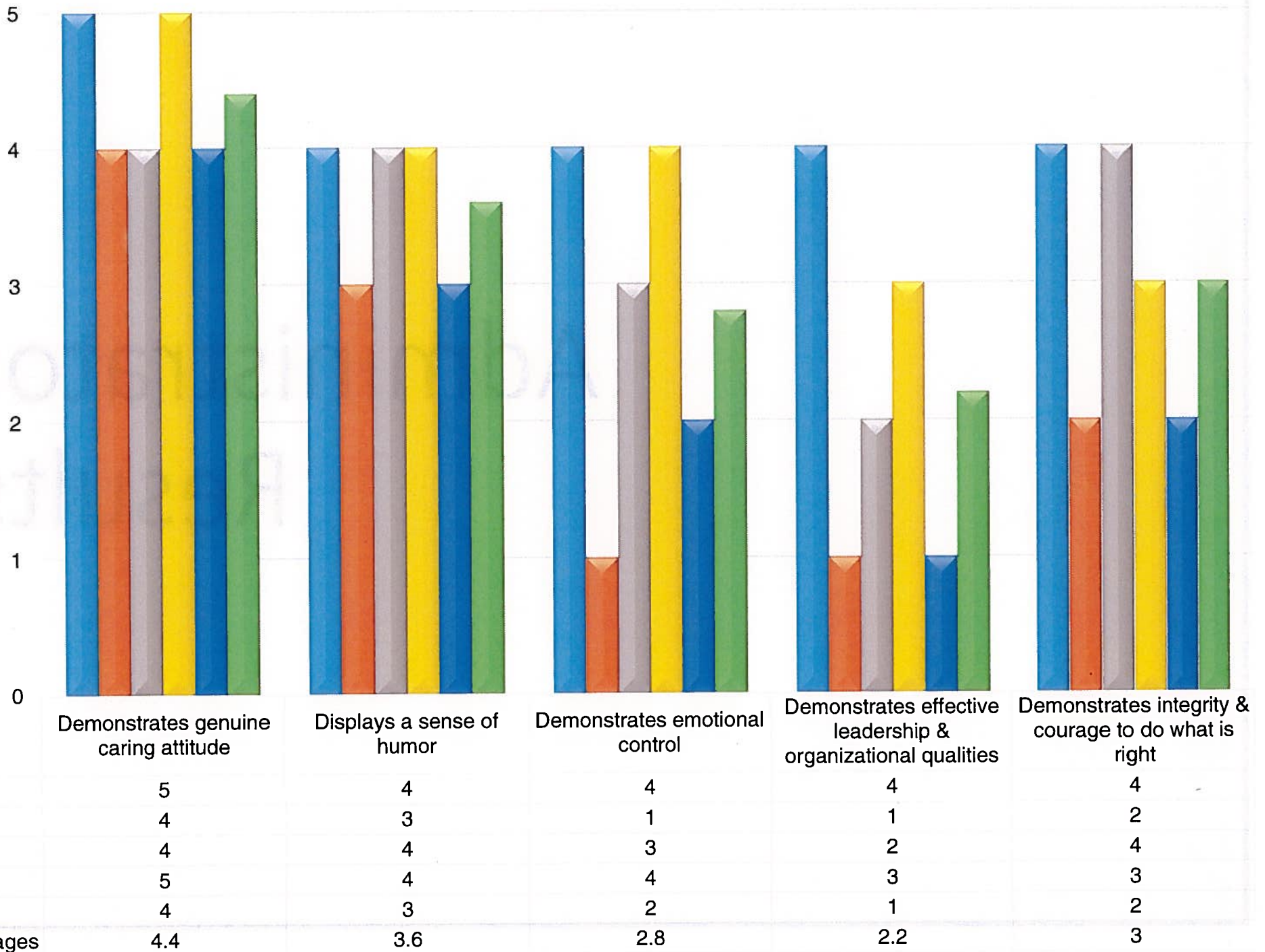
Educational Leadership (2 of 2)



Personal Qualities (1 of 2)



Personal Qualities (2 of 2)



Administrator Results

Rating Scale

1 – Unsatisfactory

Performance is consistently below expectations and fails to demonstrate reasonable progress toward agreed upon goals.

2 – Needs Improvement

Performance consistently does not meet expectations.

3 – Satisfactory

Performance consistently fulfills expectations and may, from time to time, exceed expectations.

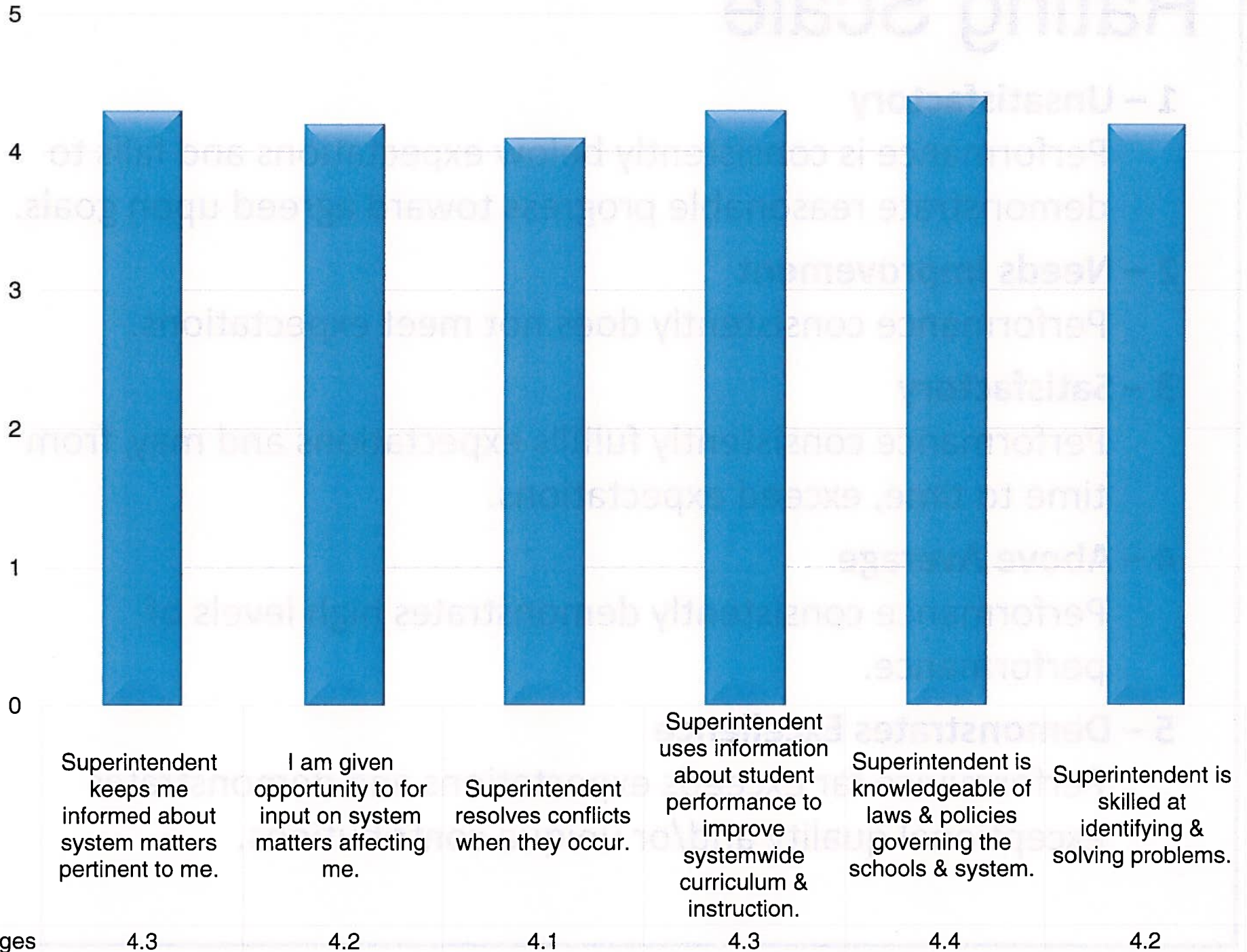
4 – Above Average

Performance consistently demonstrates high levels of performance.

5 – Demonstrates Excellence

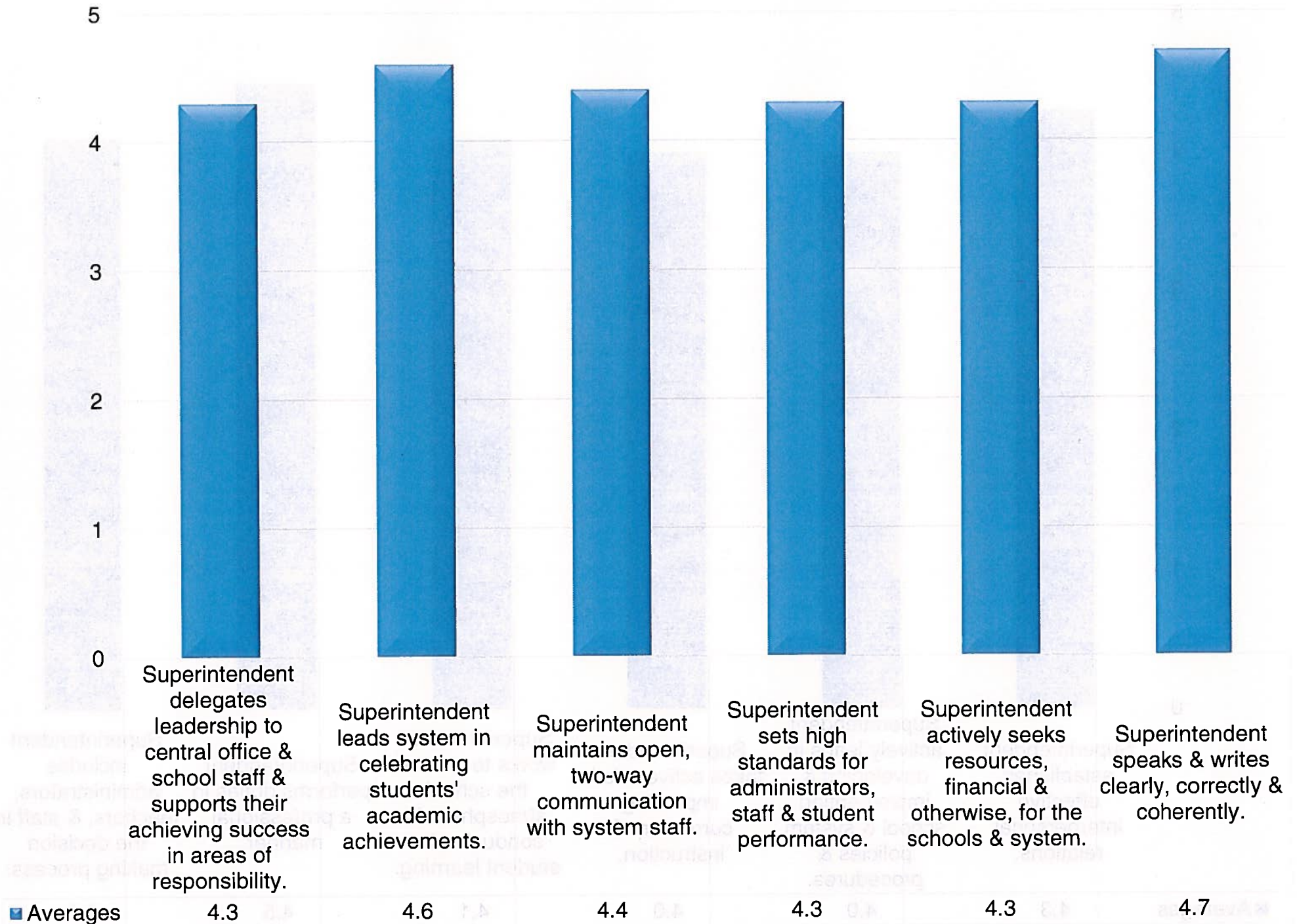
Performance far exceeds expectations and demonstrates exceptional quality and/or unique contributions.

Administrator Averages

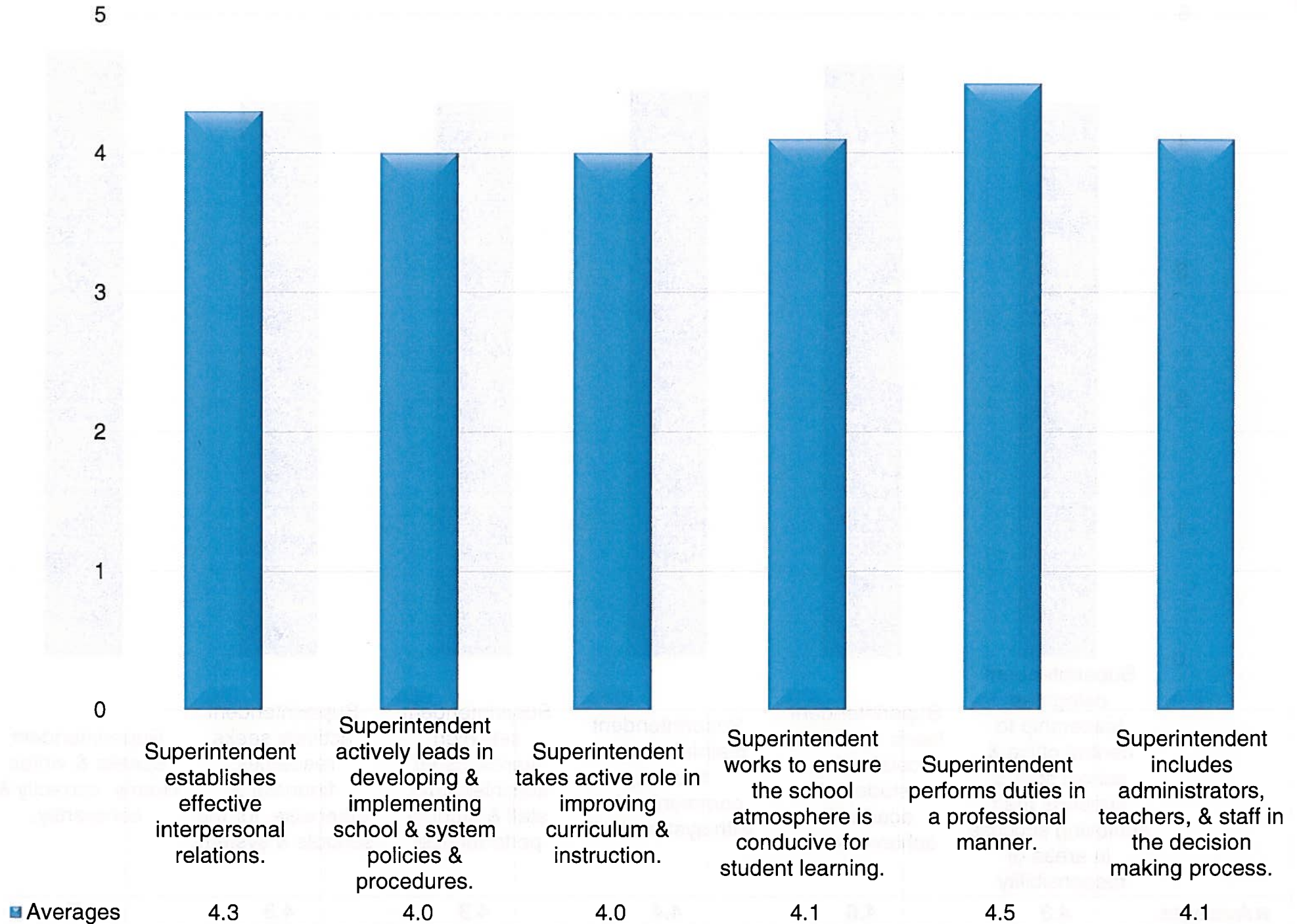


■ Averages

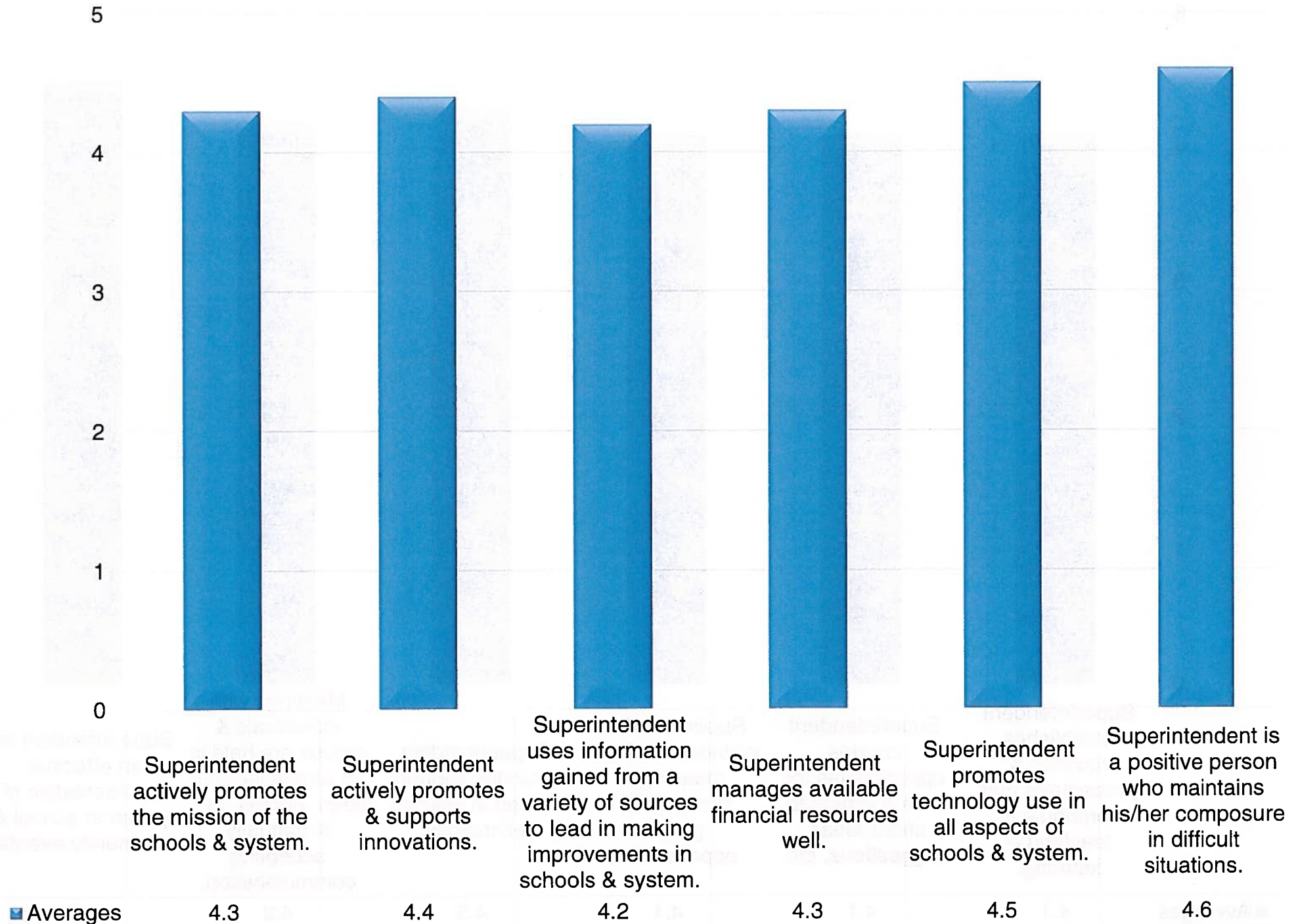
Administrator Averages



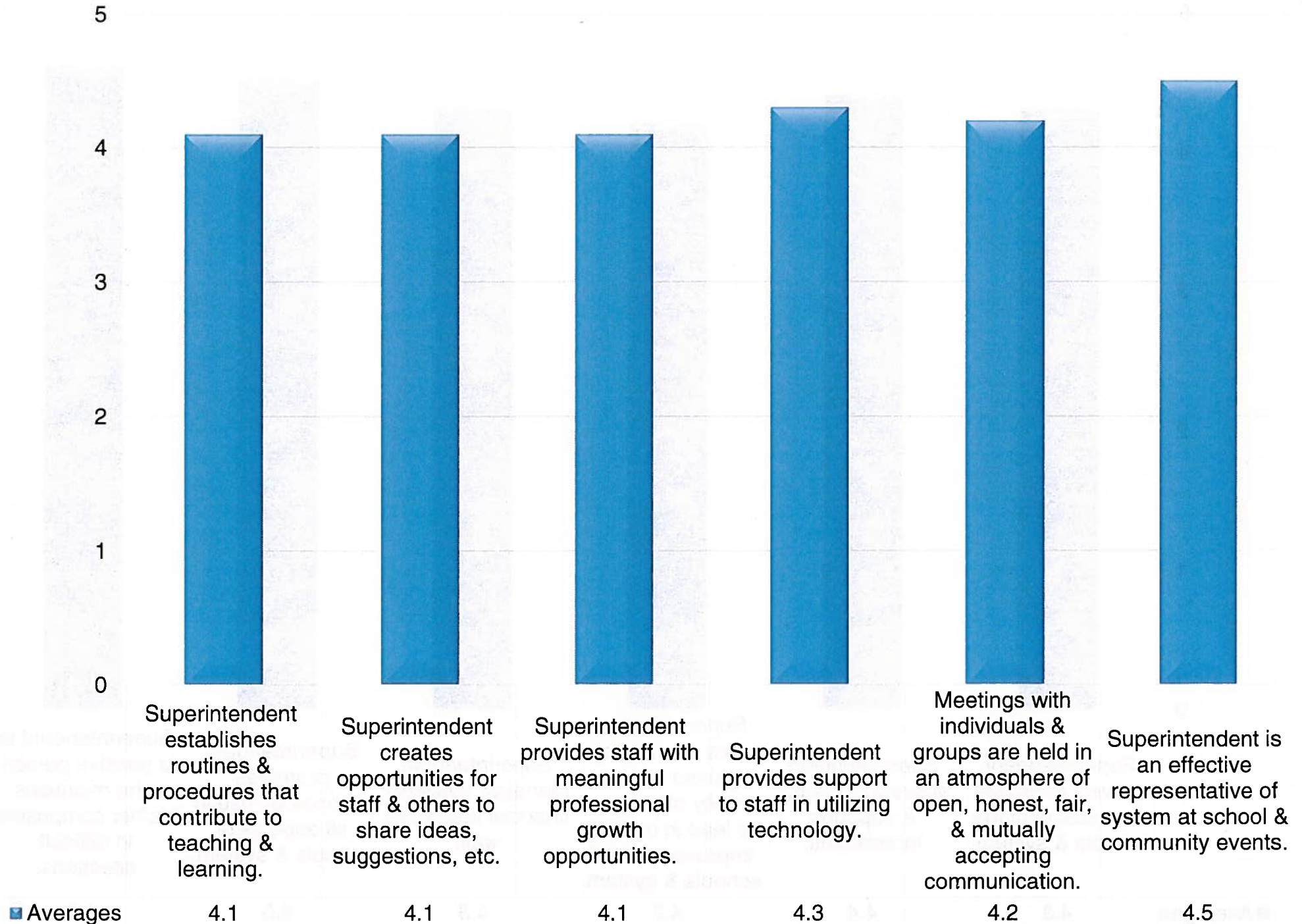
Administrator Averages



Administrator Averages

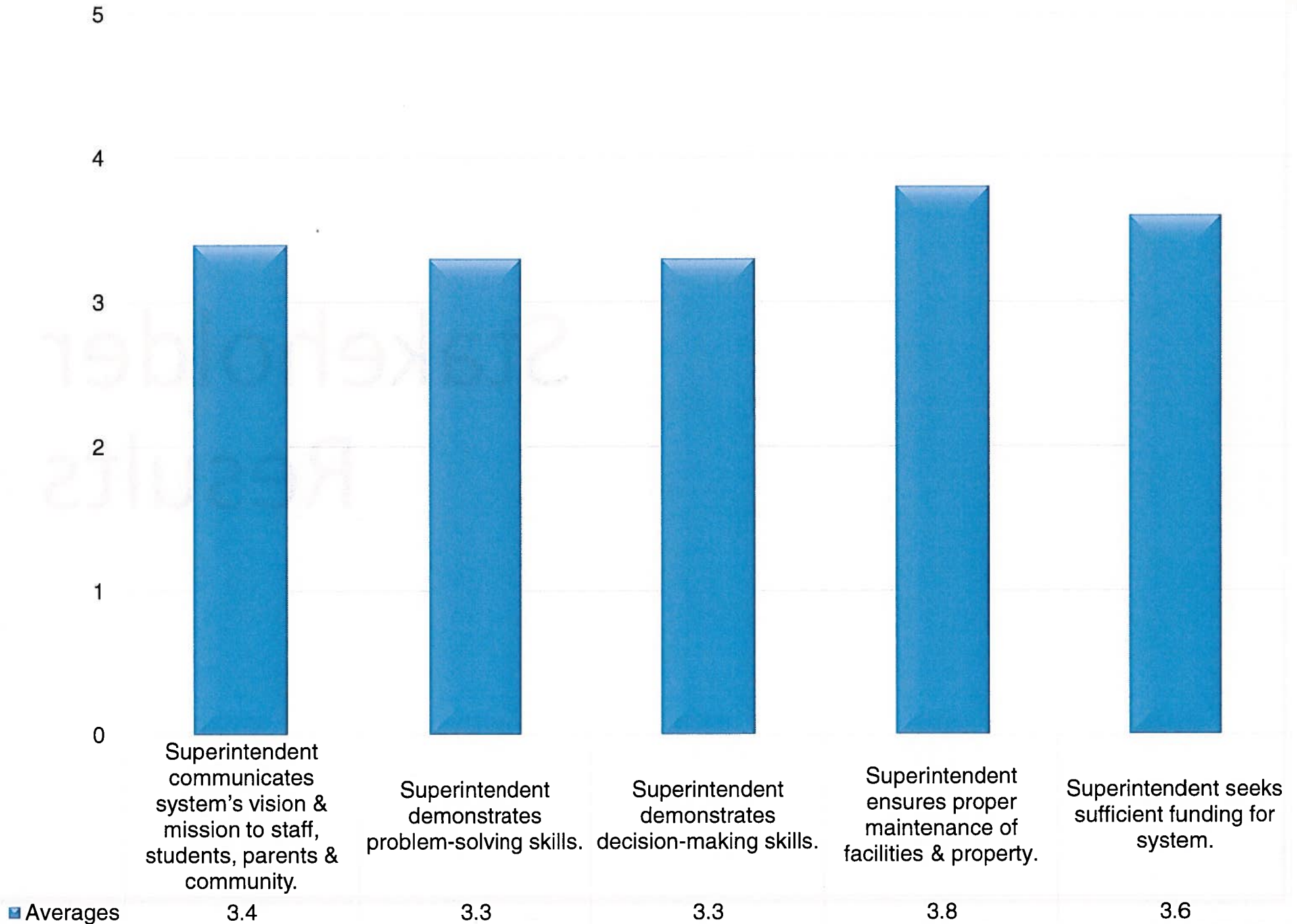


Administrator Averages

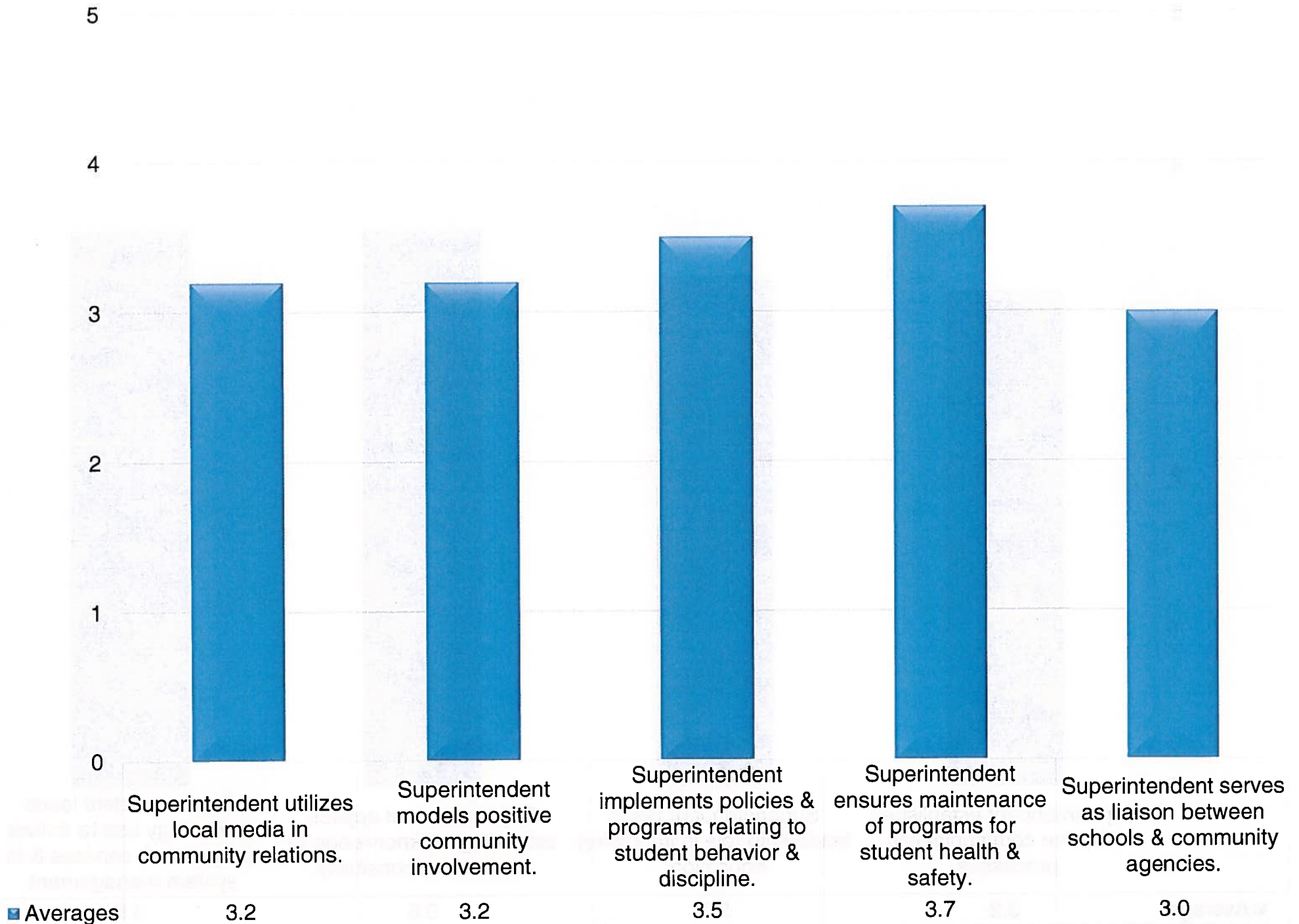


Stakeholder Results

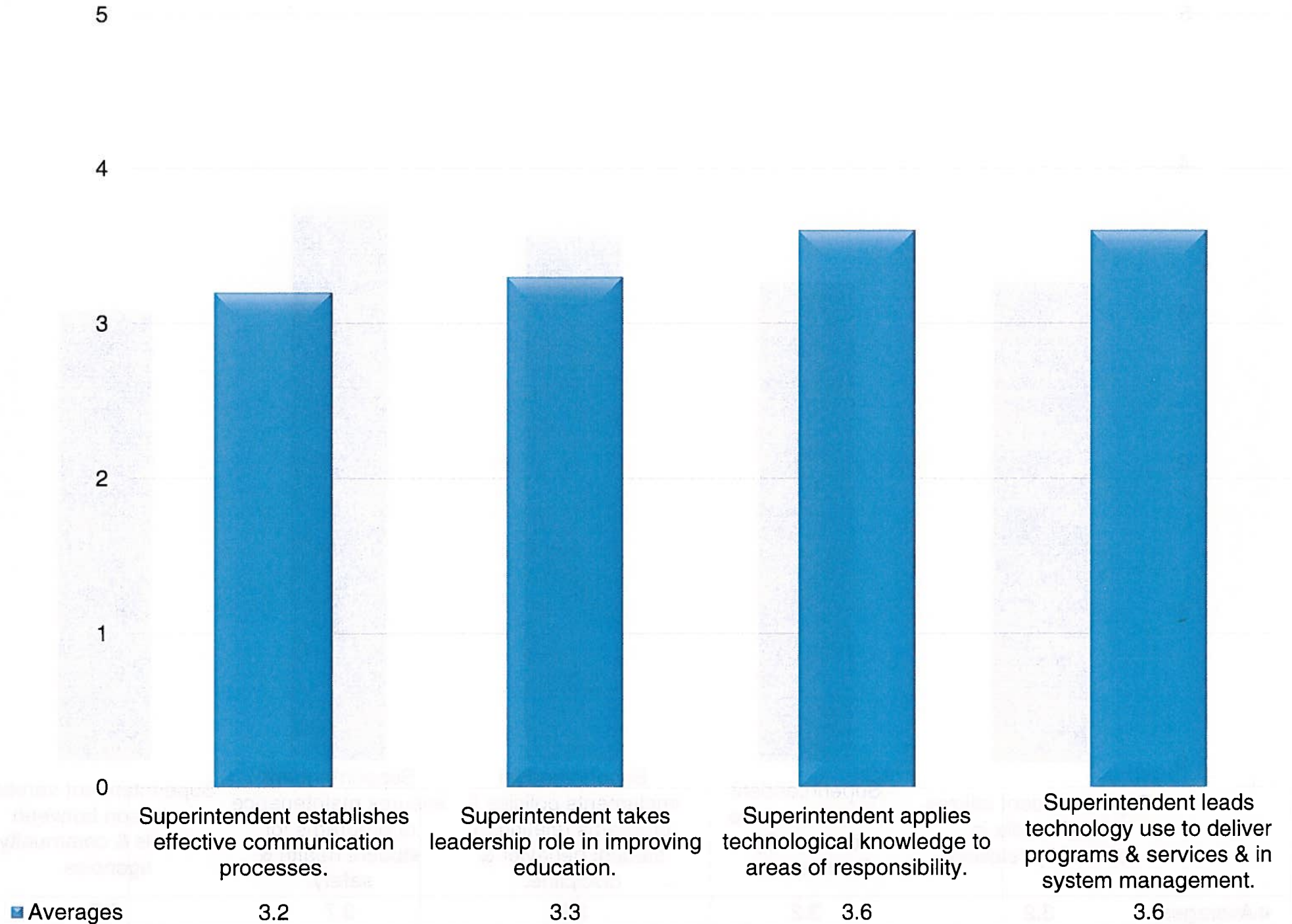
Stakeholder Averages



Stakeholder Averages



Stakeholder Averages



Evaluation Overview

- Ratings averages
 - Board: 3.1
 - Administrators: 4.3
 - Stakeholders: 3.4

