

Hamilton County Department of Education
Work Session
November 21, 2024 4:30 PM
3074 Hickory Valley Road
Chattanooga, TN 37421

I. Call to Order

II. Delegations

A. Riley Lind concerning Board Policy 1.501 as it relates to student safety.

B. Lindsey Lind concerning Say Dyslexia Law

C. Jeanette Omarkhail concerning teacher concerns

III. Presentation(s)

A. Every Student Learns and Every Student Belongs

IV. Discussion of Evaluation of the Superintendent

V. Committee Chair Updates

VI. Discussion of the Board Meeting Agenda

VII. Adjourn

Hamilton County School Board

Performance Evaluation of Superintendent of Schools

The Hamilton County Board of Education, in discussion and conjunction with the Superintendent, developed and established the following district performance goals for the 2023-2024 school year.

Rating Scale

- 1 = Significantly below expectations
- 2 = Area of focus
- 3 = At expectations
- 4 = Area of strength
- 5 = Significantly above expectations

Strategic Planning	Score	Comments
Develop and implement Opportunity 2030 in collaboration with the school board that addresses key performance indicators on a yearly basis.		
Develop a comprehensive building plan that addresses capital needs (growth and deferred maintenance), targeting the next 7-10 years.		

Student Achievement	Score	Comments
Increase percentage of students meeting or exceeding the standard on ELA and Math State Assessments by 3%.		
District Wide Value-Added will meet or exceed the State expectations each year.		
The percentage of students scoring below the 25 th percentile will decrease by 2% each year.		

Staff and Personnel Relationships	Score	Comments
95% of Certified Positions will be staffed by the 10 th day of each year.		
90% of new teachers will be retained each year.		
Employee retention rates will exceed 85% each school year.		

School Leadership	Score	Comments
Develop competent leadership at the district level and school level through intentional leadership pipelines.		

Post-Secondary Opportunities	Score	Comments
Increase Graduation Rate with a goal of reaching 90% within the next 4 years.		
Increase the number of students who graduate with a post-secondary plan (college acceptance, apprenticeships, military enlistment, trade school, or job placement) by 5%.		

Business and Finance	Score	Comments
Budget will be presented on time and in a transparent manner to both the board and community		
Steps will be articulated and implemented to ensure school leaders are resourced to address unique needs of every school.		

Board Relationship	Score	Comments
Keeps board members informed on issues, needs, and operation of the school system.		
Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.		
Keeps board informed of employment, promotion, demotion, transfer, and dismissal of personnel.		
Follows through on initiatives and strategies communicated to the Board of Education		