

CUMBERLAND COUNTY BOARD OF EDUCATION
REGULAR MEETING
April 4, 2019

The Cumberland County Board of Education met in regular session on April 4, 2019 in the Central Services Board Room where the meeting was called to order by Chairman Blalock at the approximate hour of 5:00 PM.

PRESENT:

ABSENT:

COUNSEL:

1. Call to Order-Mrs. Teresa Boston

2. Discussion of Director of Schools Evaluation

3. Board Self Evaluation

4. Other Discussion

5. Adjournment

CUMBERLAND COUNTY SCHOOLS
PERFORMANCE EVALUATION

JANET GRAHAM, DIRECTOR OF SCHOOLS
2017---2018

Rating Scale

- 1 Never Meets Expectations
- 2 Seldom Meets Expectations
- 3 Usually Meets Expectations
- 4 Consistently Meets Expectations
- 5 Exceeds Expectations

BOARD RELATIONSHIP	RATING
1 Keeps all board members informed on issues, needs, and operation of the school system.	
2 Supports board policy and actions to the public and staff.	
3 Has a harmonious relationship with the board.	
4 Upon request, provides clear explanations of alternatives for recommendations.	
5 Works toward creating and maintaining a high degree of understanding and respect between staff and the board.	
6 Advises the board on need for new or revised policies.	
7 Refrains from criticism of the board or members of the board.	
8 Exercises good judgment and objectivity in making recommendations to the board.	
9 Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.	
10 Understands and executes the intent of board policy.	
11 Seeks and accepts constructive criticism of his/her work.	
12 Keeps board informed of employment, promotion and dismissal of personnel.	
TOTAL CATEGORY	

COMMUNITY RELATIONSHIPS		RATING
1	Is an effective spokesperson for the school system.	
2	Is respected and supported by the community in conducting the operation of the schools.	
3	Builds public support for the school district.	
4	Defends principles in the face of pressure or partisan influence.	
5	Develops cooperative relationships with the news media.	
6	Participates actively in community life and affairs.	
7	Achieves status as a community leader in public education.	
8	Works effectively with public and private agencies.	
9	Establishes strong relationships with public and private agencies.	
TOTAL CATEGORY		

STAFF AND PERSONNEL RELATIONSHIPS		RATING
1	Develops good staff morale and loyalty to the organization.	
2	Treats all personnel fairly, without favoritism or discrimination, while insisting upon performance of duties.	
3	Delegates authority to staff members appropriate to the position each holds.	
4	Recruits and assigns the best available personnel.	
5	Represents the best interests of the board in working with teachers and their organization.	
6	Solicits input from staff in planning activities.	
7	Maintains up---to---date job descriptions for all personnel.	
8	Ensures that adequate planning and evaluation of curriculum and instruction occurs.	
9	Develops and empowers staff, resulting in an effective educational team.	
10	Has a vision and communicates a mission for the school system.	
TOTAL CATEGORY		

EDUCATIONAL LEADERSHIP		RATING
1	Understands and keeps informed regarding all aspects of instructional program.	
2	Participates with staff, board, and community in studying, problem---solving and developing curriculum and instruction improvements.	
3	Organizes a planned program of staff evaluation and improvement.	
4	Models the highest professional standards to staff and community.	
5	Is an effective advocate of lifelong learning.	
6	Creates an environment that encourages staff to constantly strive for improvement.	
7	Incorporates technology as a teaching---learning strategy.	
8	Encourages staff to be innovative in problem---solving.	
TOTAL CATEGORY		

BUSINESS AND FINANCE		RATING
1	Has an understanding of the needs of the school program, facilities, equipment, supplies, and budget required.	
2	Supervises operations, insisting on competent and efficient performance.	
3	Ensures that funds are spent wisely, and adequate control and accounting are maintained.	
TOTAL CATEGORY		

STRATEGIC PLANNING SKILLS		RATING
1	Works efficiently with board, staff, and community to develop both long and short---range strategic plans.	
2	Keeps board and community informed of progress towards short and long---range plans.	
3	Develops a Five Year Plan which includes strategies, goals, and projected student outcomes.	
TOTAL CATEGORY		

TOTAL EVALUATION MEAN =

Cumberland County School Board Self---Assessment

Instructions

Below is a list of several statements connected with your position as a school board member. For each item you are requested to give two ratings.

- a. Current status?
- b. How IMPORTANT is this to me?

As you rate the questions, use a scale from 1 to 6 where low numbers represent low or minimum amounts and high numbers represent high or maximum amounts.

There are NO right or wrong answers.

Budget/Finance

1. The board understands the basic principles of school finance, including state, federal and local sources of revenue.

	1	2	3	4	5	6
Current Status?	<input type="radio"/>					
How IMPORTANT is this item to me?	<input type="radio"/>					

2. The budget reflects the strategic plan and supports the district's goals and objectives for student achievement and citizenship.

	1	2	3	4	5	6
Current Status?	<input type="radio"/>					
How IMPORTANT is this item to me?	<input type="radio"/>					

3. The budget reflects the district's vision and mission.

	1	2	3	4	5	6
Current Status?	<input type="radio"/>					
How IMPORTANT is this item to me?	<input type="radio"/>					

4. The board requires proper accountability for the expenditure of school district funds.

	1	2	3	4	5	6
Current Status?	<input type="radio"/>					
How IMPORTANT is this item to me?	<input type="radio"/>					

5. Please enter your name and school board below.