

## Homer-Center School District

### 2016 Superintendent Board Evaluation

The Board of School Directors of Homer-Center School District provides this Superintendent Performance Evaluation for our community. In August of 2016, reflective of the previous school year, Dr. Charles Koren received his summary evaluation from the Board.

Eight areas of the overall school district functions related to the role of the school superintendent are contained in the evaluation instrument. These eight areas are evaluated through the use of a five point scale ranging from: strongly agree to strongly disagree and the topics consist of:

1. Shared Vision
2. Culture of Learning
3. Decision Making
4. Management
5. Family & Community
6. Ethics
7. Advocacy
8. Personal and Professional Growth.

In addition to the eight topic areas, the board has agreed to utilize four performance objectives related to the overall school district goals and objectives rated on a 'satisfactory or unsatisfactory' scale, and they are listed below.

- A) Culture of Learning / Student Growth: Utilizing multiple data sources, assessing the student success and growth for the District, reporting this to the Board and interested groups, the Superintendent will support best practices to gain School Performance Profile (SPP) score increases through implementation of various strategies such as PIIC, PLN, Collins Writing, curriculum mapping and alignment. Rated Satisfactory (9-0).
- B) Family, Organization and Community: Through collaboratively working with the Board, the Superintendent will work to support a positive school culture and to promote the personalized student success occurring within the District. Rated Satisfactory (9-0).
- C) Management / District Operations, Fiscal Management: The Superintendent and the administrative team will incorporate Board directives and best practices for coordination of appropriate communications and staffing; human resource functions; collective bargaining communications and with all aspects of the school district employees and public. Rated Satisfactory (9-0).
- D) Family, Organization and Community: Through collaboration with stake-holder groups within the District and community, the Superintendent represents Homer-Center in a positive manner; is visible in and around the community and extra-curricular events and remains reasonably accessible to employees, students, Board and community. Rated Satisfactory (9-0).

