

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

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**School Board Workshop
August 6, 2008**

Superintendent's Evaluation with Dr. Mathis

To assist the School Board in developing a new evaluation instrument for the Superintendent, Dr. Bill Mathis, Industrial Psychologist, was hired as an Executive Coach and Facilitator to begin training the Board Members and Superintendent in working effectively with each other. The following initiatives were started: new Superintendent evaluation process, new strategic plan process, selection process for a permanent Superintendent, applied values, new goals for the Superintendent and School Board meeting improvement.

Focus group participants were selected by the Board to do a 360° evaluation of the Superintendent. A summary of the results for each group was documented and is included in this evaluation report. The focus groups included: Parents, Instructional Staff, Business Sector, Community Representatives, Executive Leadership Team, Principals, Non Instructional Staff and Labor/Union Leaders.

Input from the different focus groups input was reviewed and there was a common thread throughout. The Board and Superintendent are working together, and are currently a good team. All focus groups trust the Superintendent and feel he is doing a good job. The Superintendent is approachable, open, is a great communicator and that the Board and the Superintendent (Team Broward) are working together and accomplishing initiatives.

Dr. Mathis asked Board Members what this past year has been like. Each Board Member gave their overview. In summary it was a very positive year, a renaissance of new ideas. Even though there were budget cuts, this District continued to move forward accomplishing goals and tasks. The Board Members are working together effectively. The Superintendent has a good relationship with the community, business groups, and staff, is trusted and has wonderful communication skills.

Board Members stated there are some goals that need to be accomplished next, such as: increasing the graduation rate, facilities and construction needs help, and schools need to be equalized across the district.

Broward Schools' Superintendent James Notter had a successful inaugural year and received the highest ranking on his first evaluation. The Superintendent's contract provides for a year extension if he receives a good evaluation. His contract will be Board approved for an extension until the year 2011 at the August 19, 2008 Regular School Board Meeting.

The Superintendent's evaluation can be found on the eAgenda August 6, 2008 workshop.

JFN:jd