



GOALS RUBRIC

PART 2 OF EVALUATION

STUDENT ACHIEVEMENT

GOAL 1: Increase Graduation rates at ARHS, FDHS, and SHS

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
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Comments:

GOAL 2: Increase the percentage of students receiving the career readiness credential

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
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Comments:

GOAL 3: Reduce the number of students considered low performance on the SC Ready 3-8 L.A.

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
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Comments:

GOAL 4: Reduce the number of students considered low performance on the SC Ready 3-8 Math

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
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Comments:

GOAL 5: Increase the number of students receiving achievement level 4 or higher on the career readiness test

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
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Comments:

STUDENT ACHIEVEMENT SCORE:



SAFETY AND SECURITY

GOAL 1: Implement the Raptor school safety software

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 2: Utilization of a K-9 weapons detection

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 3: Create a school safety bi-annual audit checklist

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 4: Conduct an annual tabletop, functional, or full scale HSEEP exercise

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 5: Implement the use of an anonymous threat assessment tip line

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

SAFETY AND SECURITY SCORE:



COMMUNITY ENGAGEMENT

GOAL 1: Achieve 100% active school PTA programs

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 2: Develop the 2024-25 School Calendar

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 3: Produce monthly/bi-monthly SUPE chat messages

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 4: 100% participation in positive school culture initiative

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 5: Create Liaison Groups: Parent, Student, Special Ed Parent, Teacher Forum, Support Staff

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

COMMUNITY ENGAGEMENT SCORE:



STUDENT GROWTH AND PLANNING

GOAL 1: Complete a comprehensive demographic study

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 2: Complete attendance line rezoning 2024-25

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 3: Develop a 3-year Capital Improvement Plan with timelines

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 4: Create a 10-Year Master Future Facility Plan

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

Goal 5: Construct a technology platform for management, communication, and classroom instruction

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

STUDENT GROWTH AND PLANNING SCORE:



STAFF RECRUITMENT AND RETENTION

GOAL 1: Create a comprehensive recruiting plan

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 2: Establish an annual loyalty stipend

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 3: Implement the ThoughtExchange engagement platform

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 4: Create and utilize a 360-degree feedback tool

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

GOAL 5: Remodel the Extracurricular Activity Stipend Schedule

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
Comments:				

STAFF RECRUITMENT AND RETENTION SCORE:



COMPREHENSIVE FINANCIAL PLANNING

GOAL 1: Increase certified staff salaries

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
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Comments:

GOAL 2: Increase classified staff salaries

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
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Comments:

GOAL 3: Maintain 18% cash reserve

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
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Comments:

GOAL 4: Development of department level budgets

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
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Comments:

GOAL 5: Utilization of a comprehensive salary study for future staff increases

INEFFECTIVE (1PT)	PROGRESSING (2PT)	SATISFACTORY (3PT)	PROFICIENT (4PT)	EXEMPLARY (5PT)
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Comments:

COMPREHENSIVE FINANCIAL PLANNING SCORE:



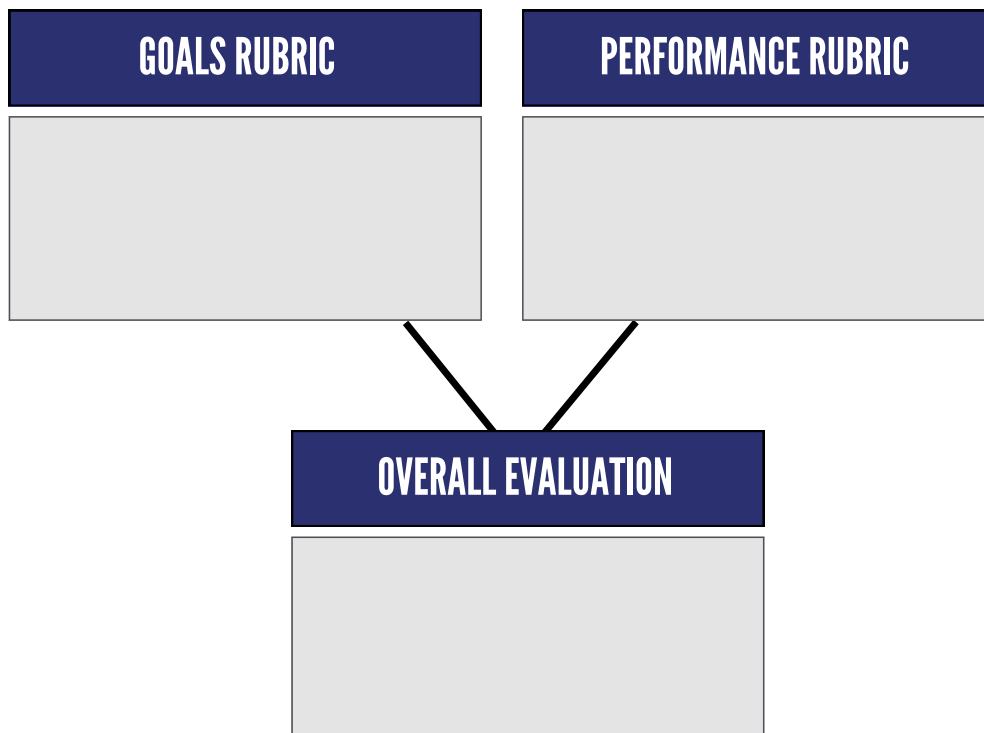
SUPERINTENDENT EVALUATION RUBRIC



Transfer the average for each page to the designated area below. Calculate the average of those numbers by adding the 6 numbers together and dividing by 6. Record this number in the section labeled "overall average."

	POINTS
STUDENT ACHIEVEMENT	
SAFETY AND SECURITY	
COMMUNITY ENGAGEMENT	
STUDENT GROWTH AND PLANNING	
STAFF RECRUITMENT AND RETENTION	
COMPREHENSIVE FINANCIAL PLANNING	
Overall Average-	

Transfer your total from above to the space titled "Goals Rubric." Next, reference your Performance Rubric and place that average in the designated area below. Add both your "Goals Rubric" and Performance Rubric" numbers together, then divide that total by 2. Place that number in the area labeled "overall evaluation" below.



SUMMARY COMMENTS