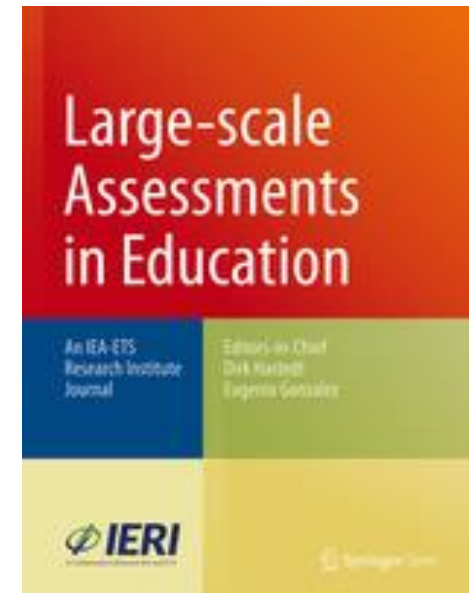
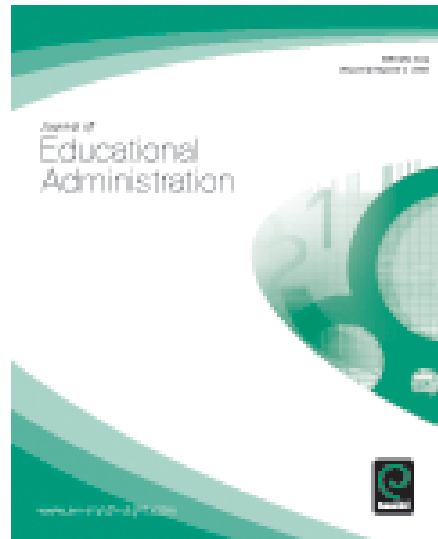
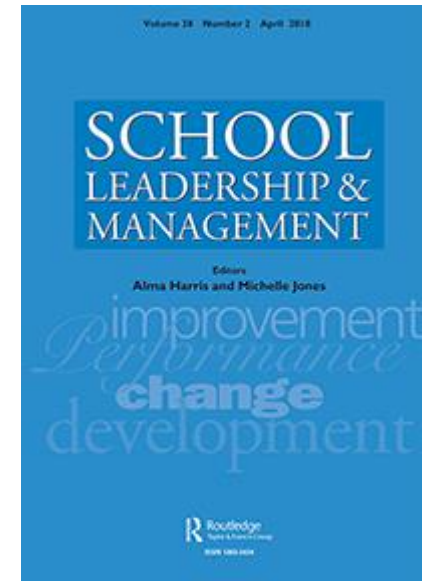
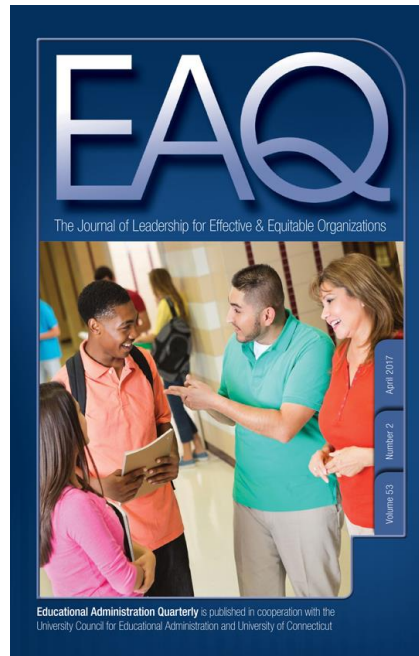


2021 Personnel Committee

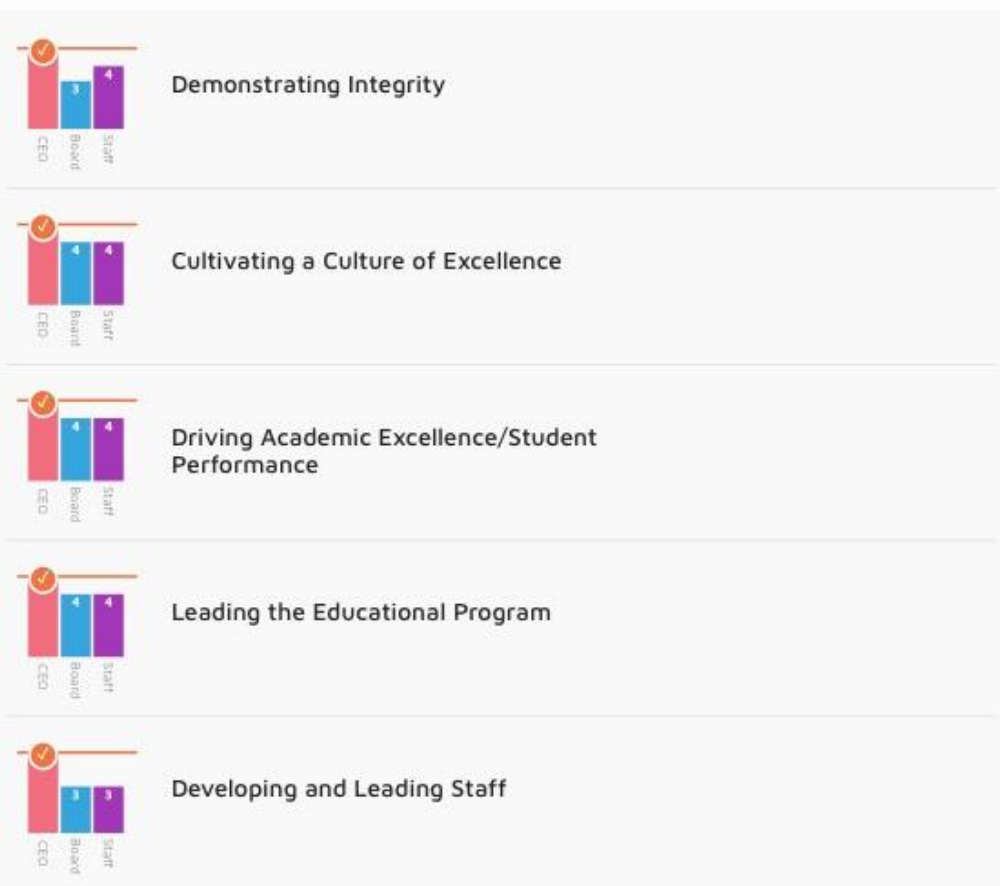
Surveys

Board on Track (CEO Evaluation)
Val-Ed (Leadership in Education)



Board on Track Survey

Summary



BOT survey

The staff members' happiness and morale

Their perceptions of the school as a workplace and community

The effectiveness of investments the school has made in professional development or staff time and attention

Ranking

53 Questions on 13 topics

Overall Leadership and Performance

Partnering with the Board

Actively Promoting the Organization and Ensuring Adequate Resources

Building and Maintaining Family Satisfaction

Cultivating a Culture of Excellence

Demonstrating Integrity

Developing and Leading Staff

Driving Academic Excellence/Student Performance

Engaging the Community

Ensuring Adequate Facilities

Leading the Educational Program

Managing Financial Performance

Managing Organizational Compliance and Administration

Overall Leadership and Performance

Partnering with the Board

Ranking

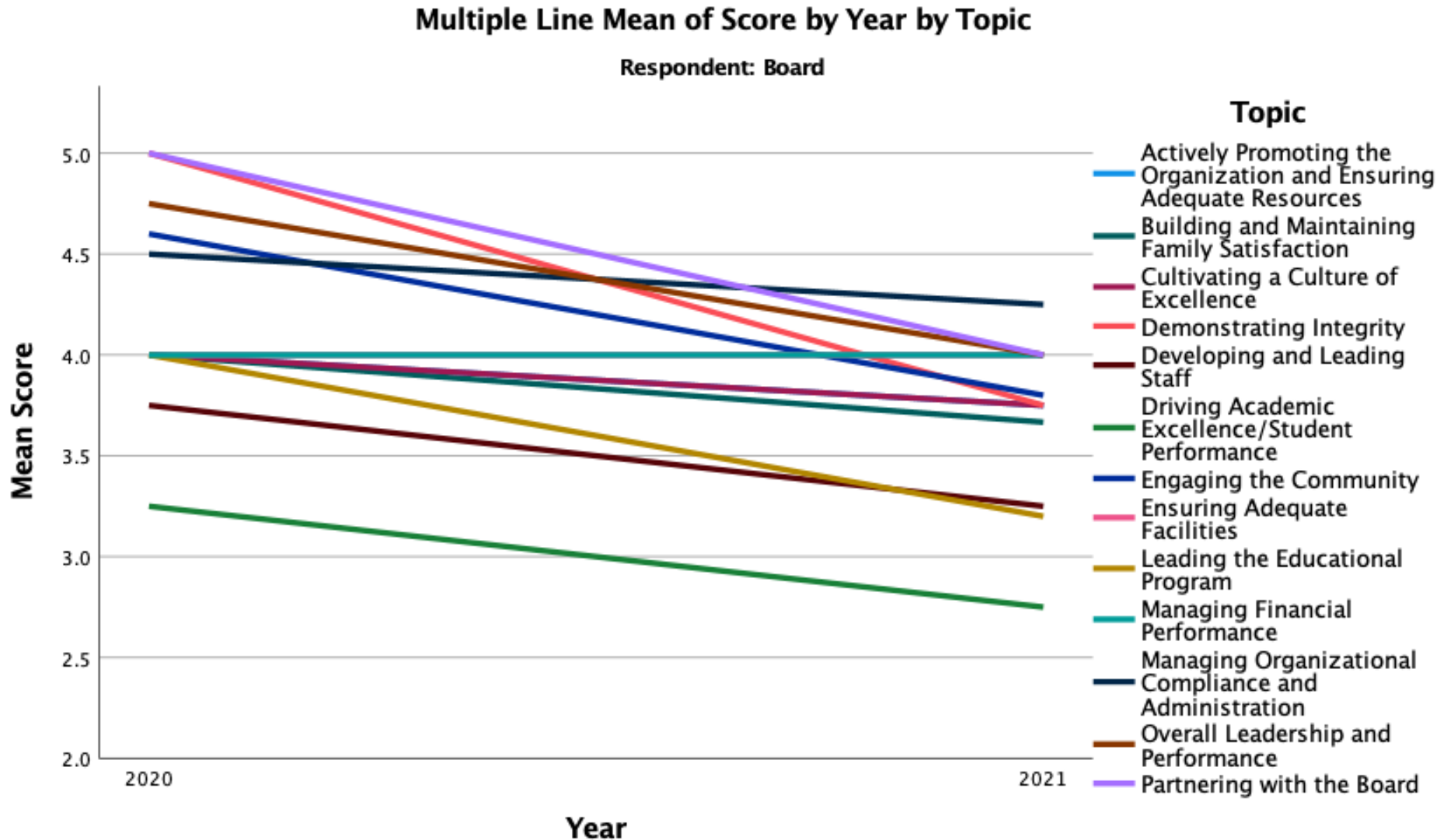
53 Questions on 13 topics

- 1 — Unsatisfactory
- 2 — Some expectations met
- 3 — Meeting expectations
- 4 — Exceeds expectations
- 5 — Far exceeds expectations

Ranking

	Board			Staff	
	Respond	Mean Score		Respond	mean Score
2020	75%	4.2		75%	3.7
2021	100%	3.7		86%	3.3

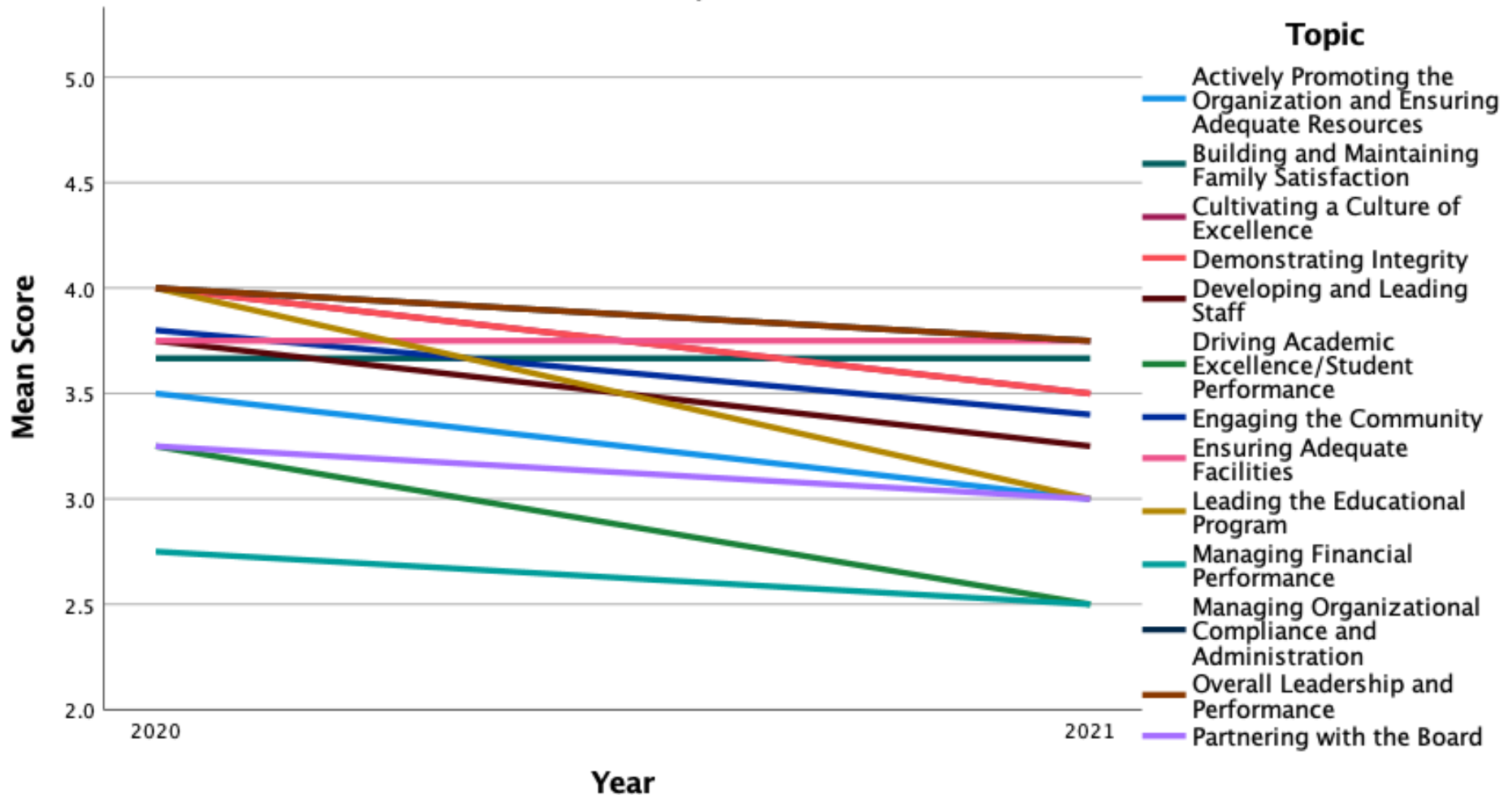
BOT: Board by topic



BOT: Staff by topic

Multiple Line Mean of Score by Year by Topic

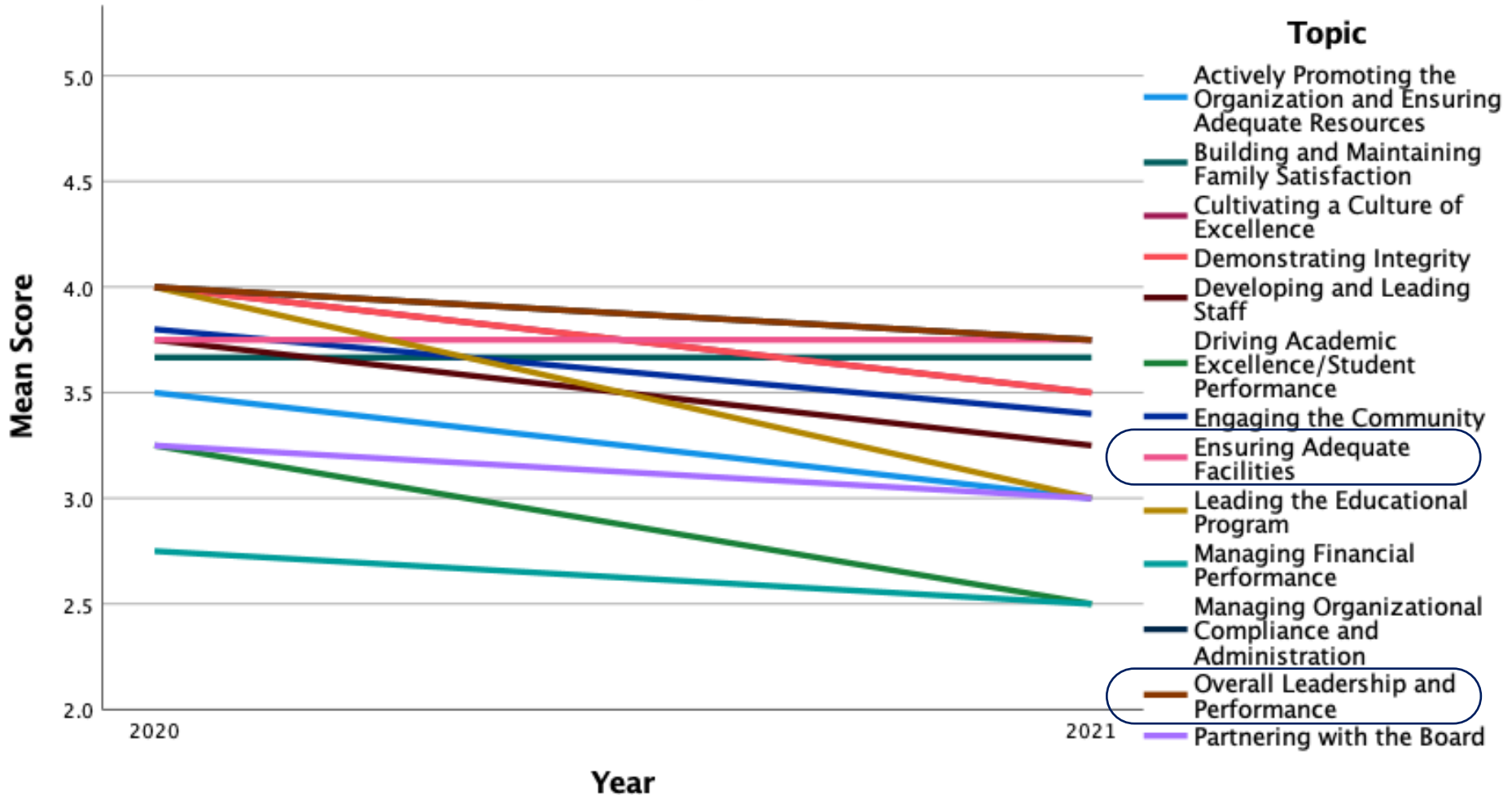
Respondent: Staff



BOT: Staff by topic

Multiple Line Mean of Score by Year by Topic

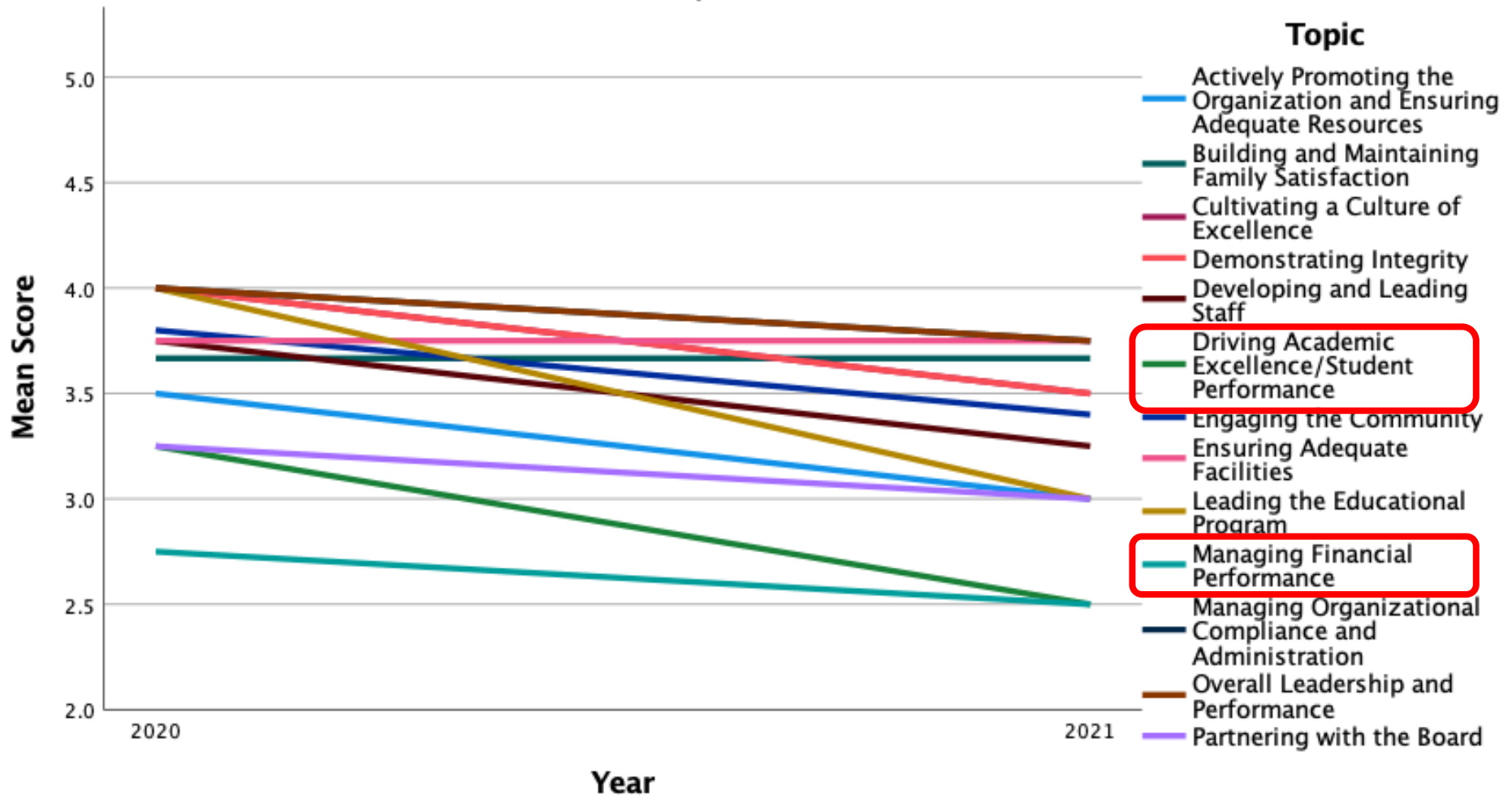
Respondent: Staff



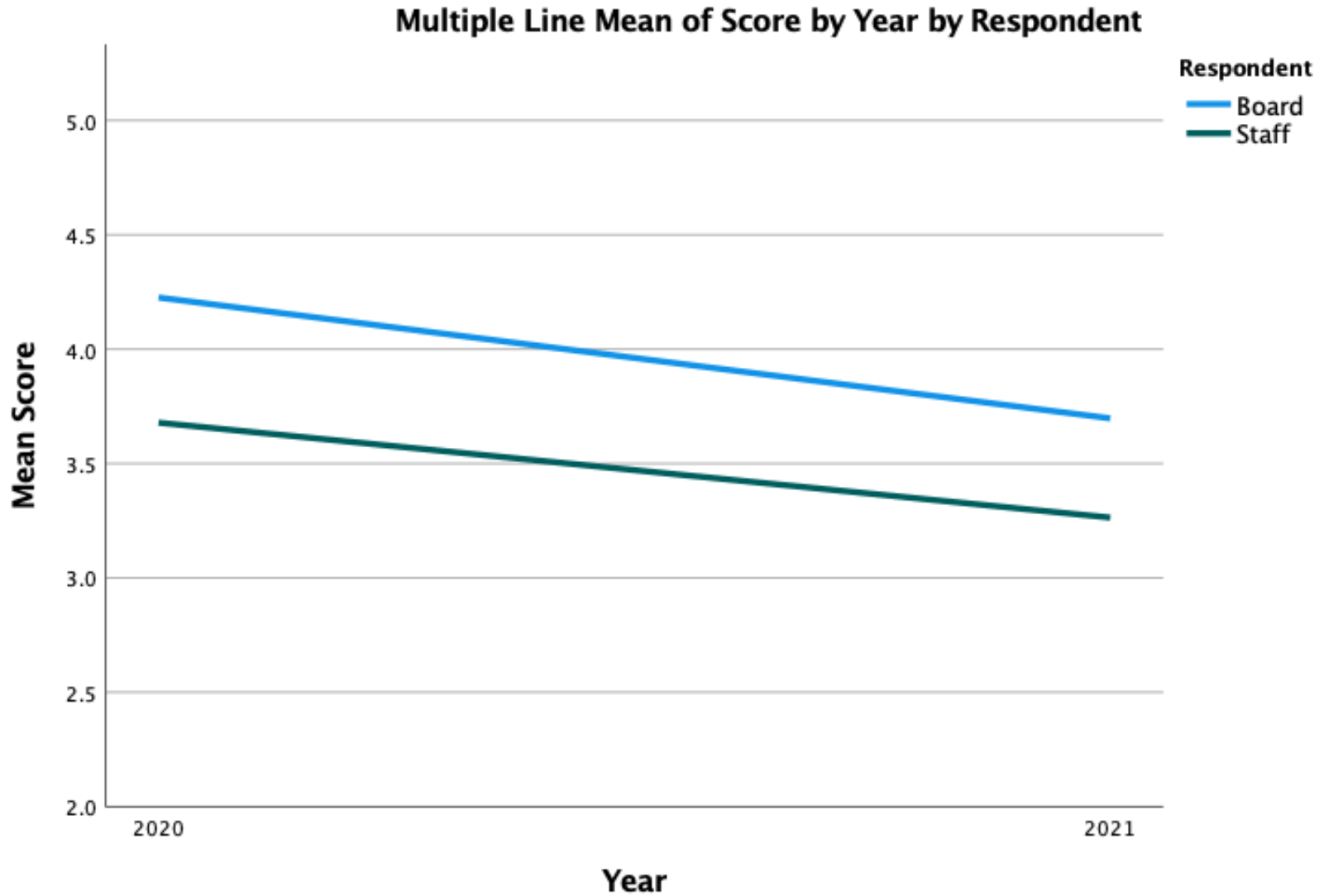
BOT: Staff by topic

Multiple Line Mean of Score by Year by Topic

Respondent: Staff



BOT: Staff & Board





1 of 7

High Standards for Student Learning (0/6)

36 Questions Remaining

High Standards for Student Learning

Completed: 0 of 6

How effective is the principal at ensuring the school...

Sources of Evidence Check Key Sources of Evidence						Effectiveness Rating Choose one to indicate level of effectiveness or check 'Don't Know'					
Reports From Others	Personal Observation	School Documents	School Projects or Activities	Other Sources	No Evidence	Ineffective	Minimally Effective	Satisfactorily Effective	Highly Effective	Outstandingly Effective	Don't Know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
						1	2	3	4	5	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
						1	2	3	4	5	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
						1	2	3	4	5	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
						1	2	3	4	5	

Planning

plans targets of faculty performance that emphasize improvement in student learning.

Implementing

creates expectations that faculty maintain high standards for student learning.

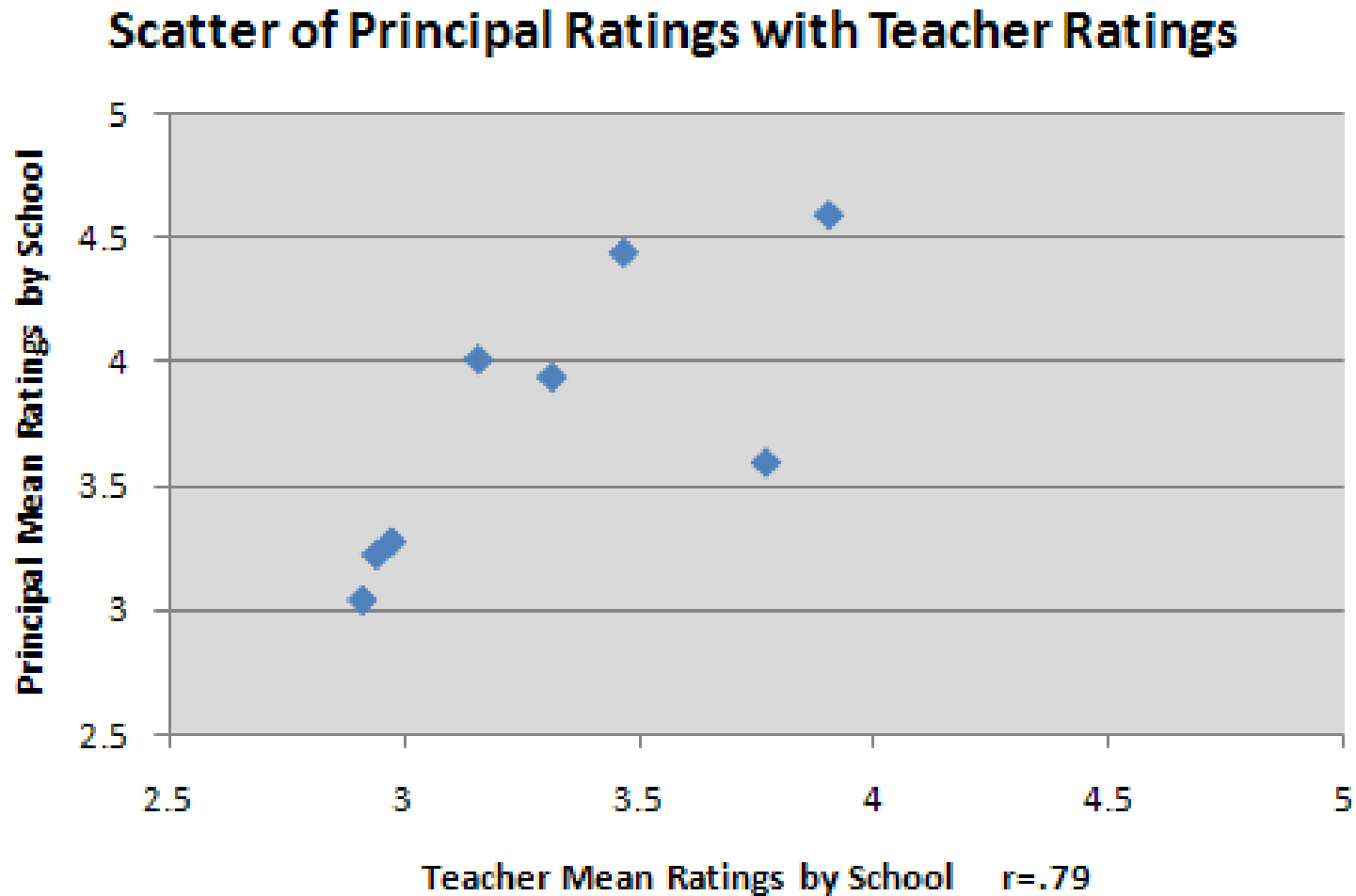
Supporting

encourages students to successfully achieve rigorous goals for student learning.

Evaluating

challenges low expectations for special needs students.

For Val-Ed HOS and teachers - mean effectiveness score

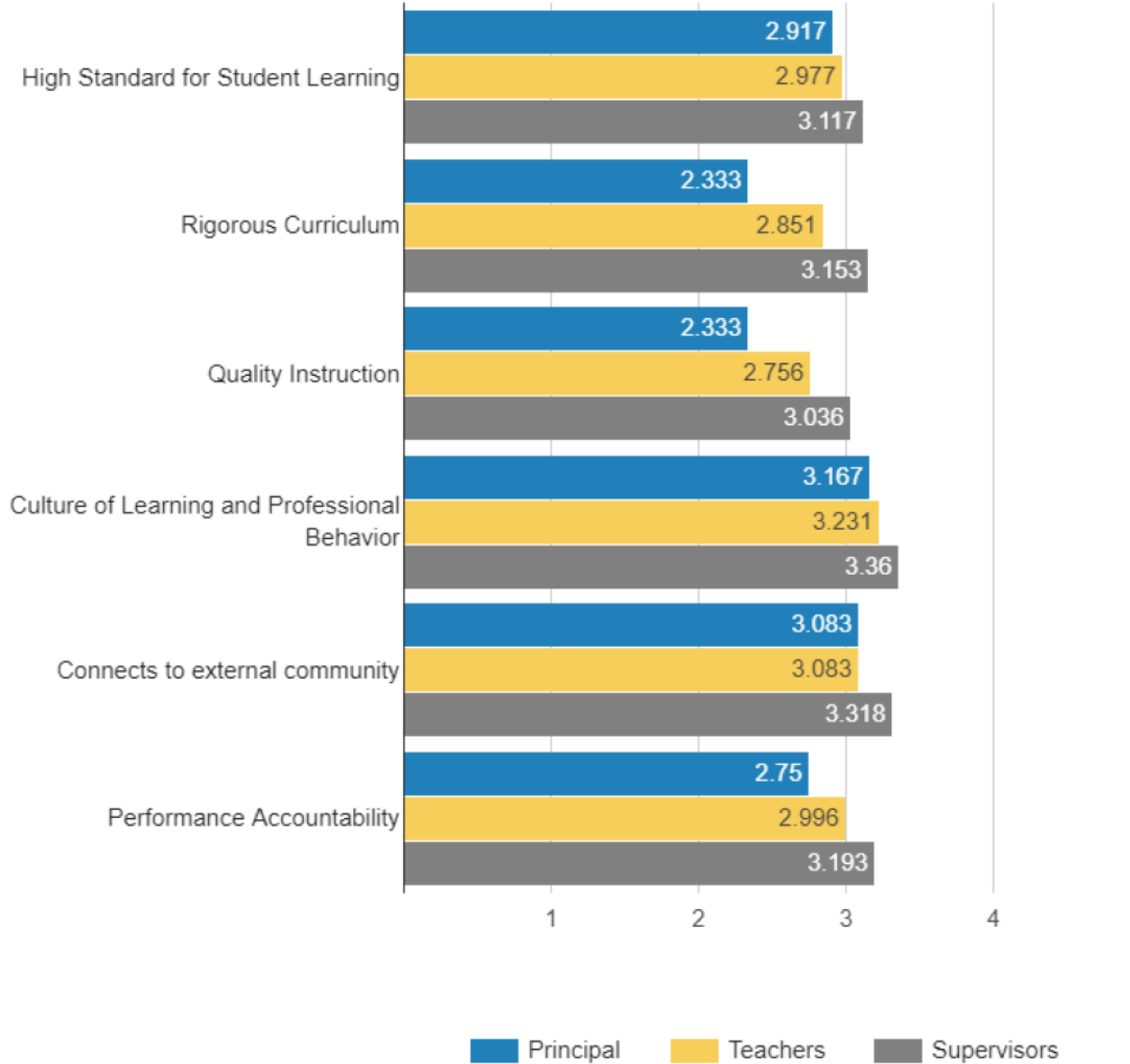


- From the Val-Ed handbook

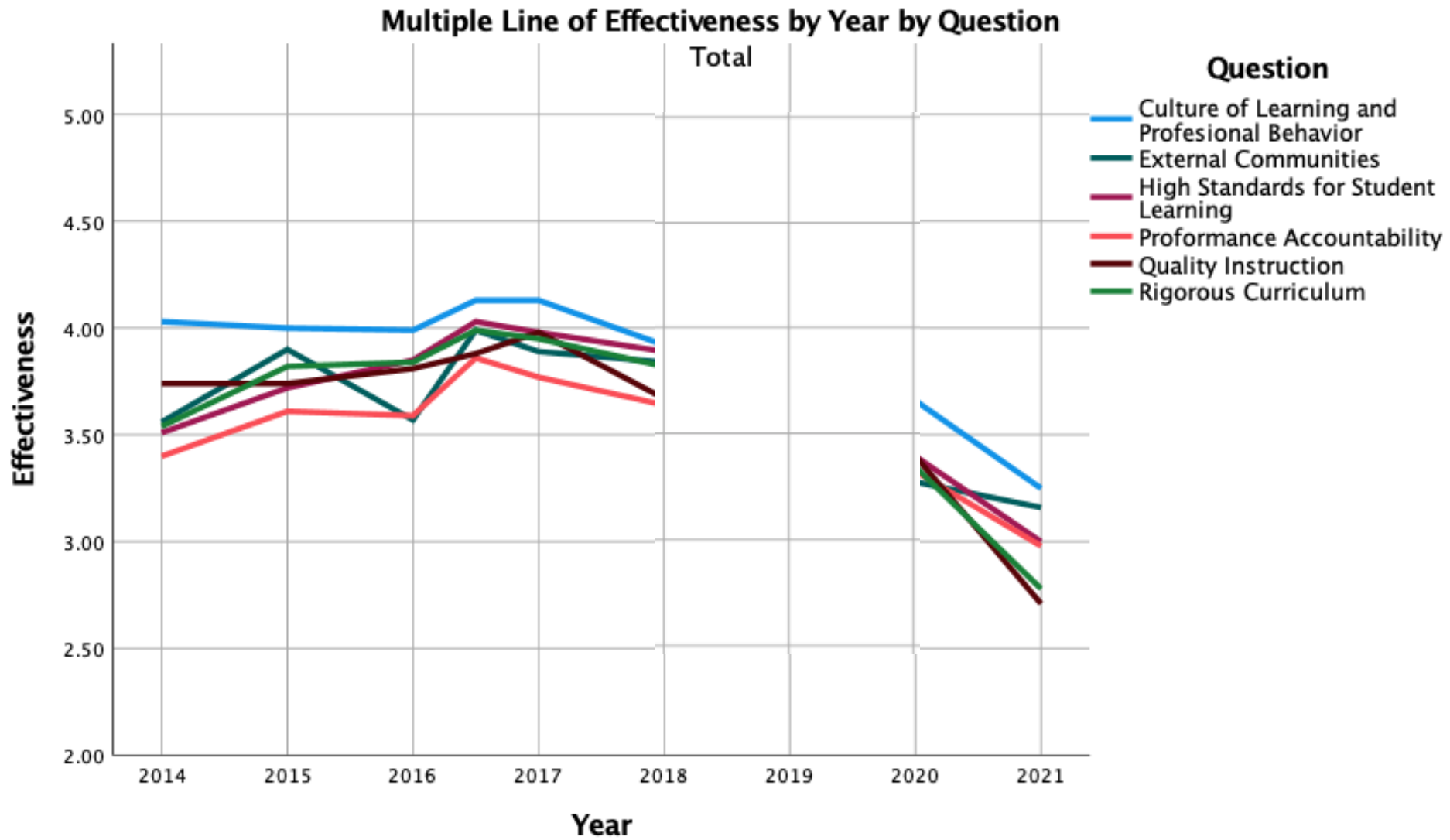
Response Rate

Respondent Groups	Possible Respondents	Actual Respondents	Percent Responding
Principal	1	1	100.00
Teachers	43	30	69.77
Supervisors	12	11	91.67

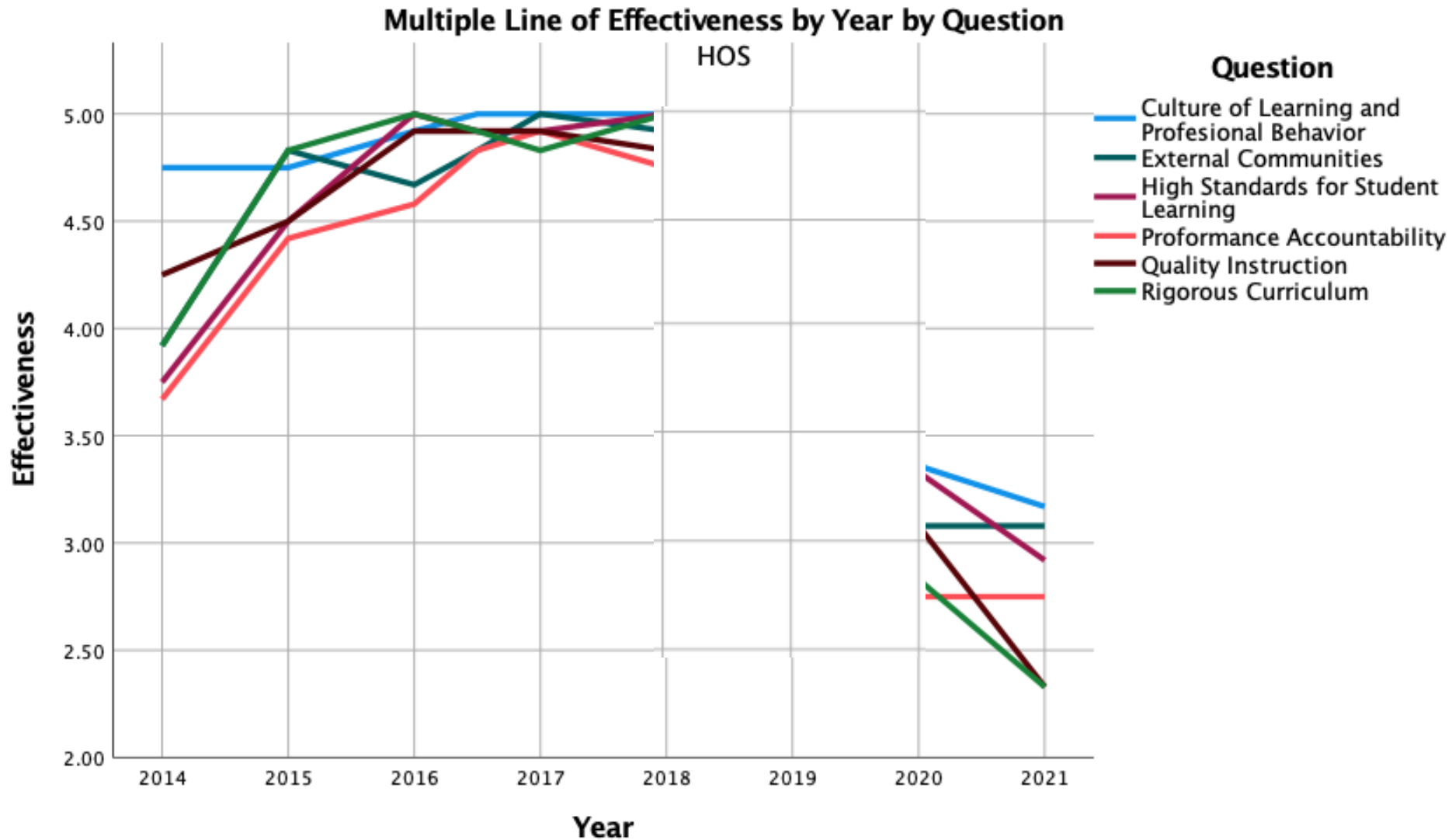
Effectiveness Ratings Across Core Components



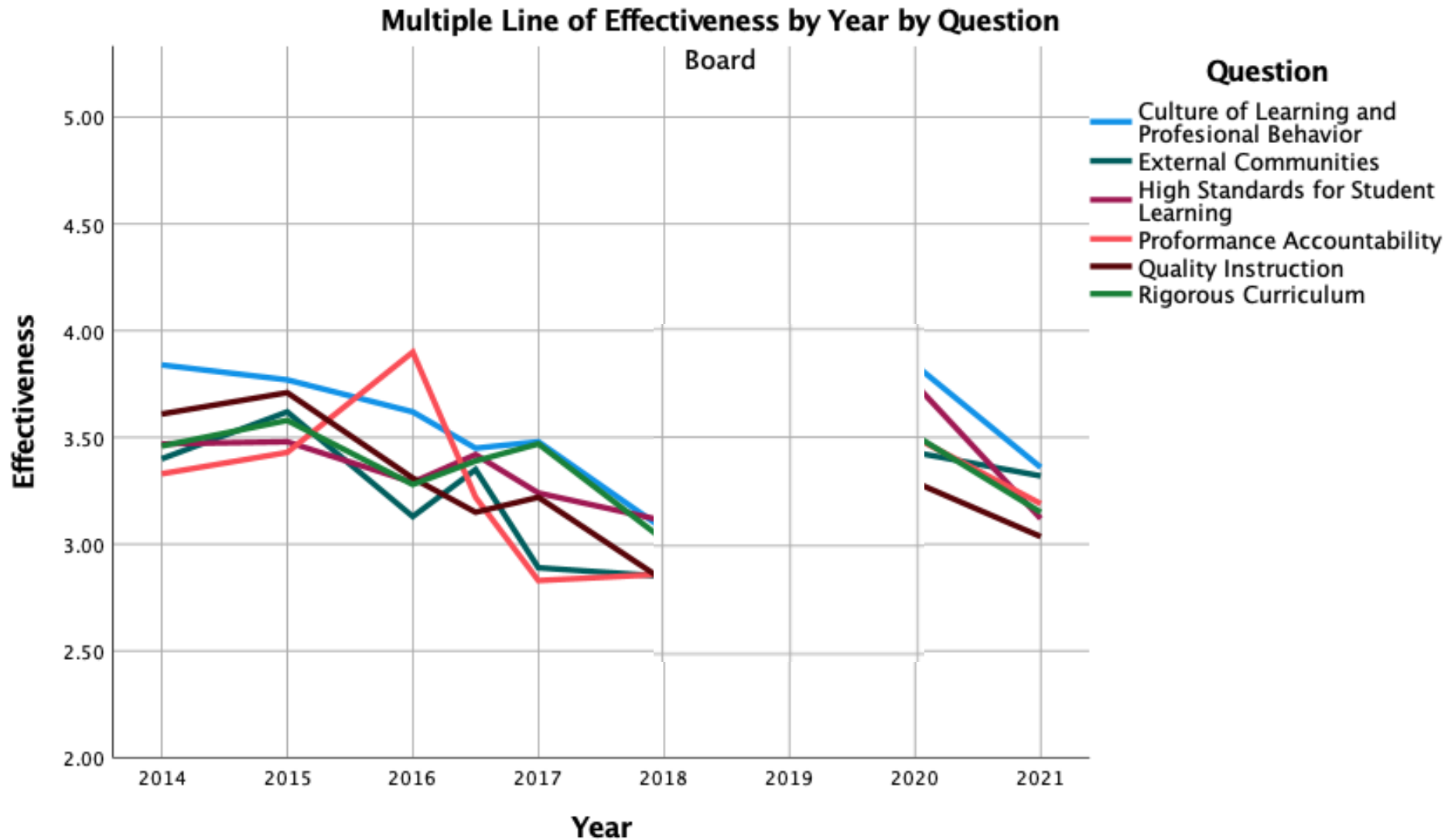
Total by Question



HOS by Question

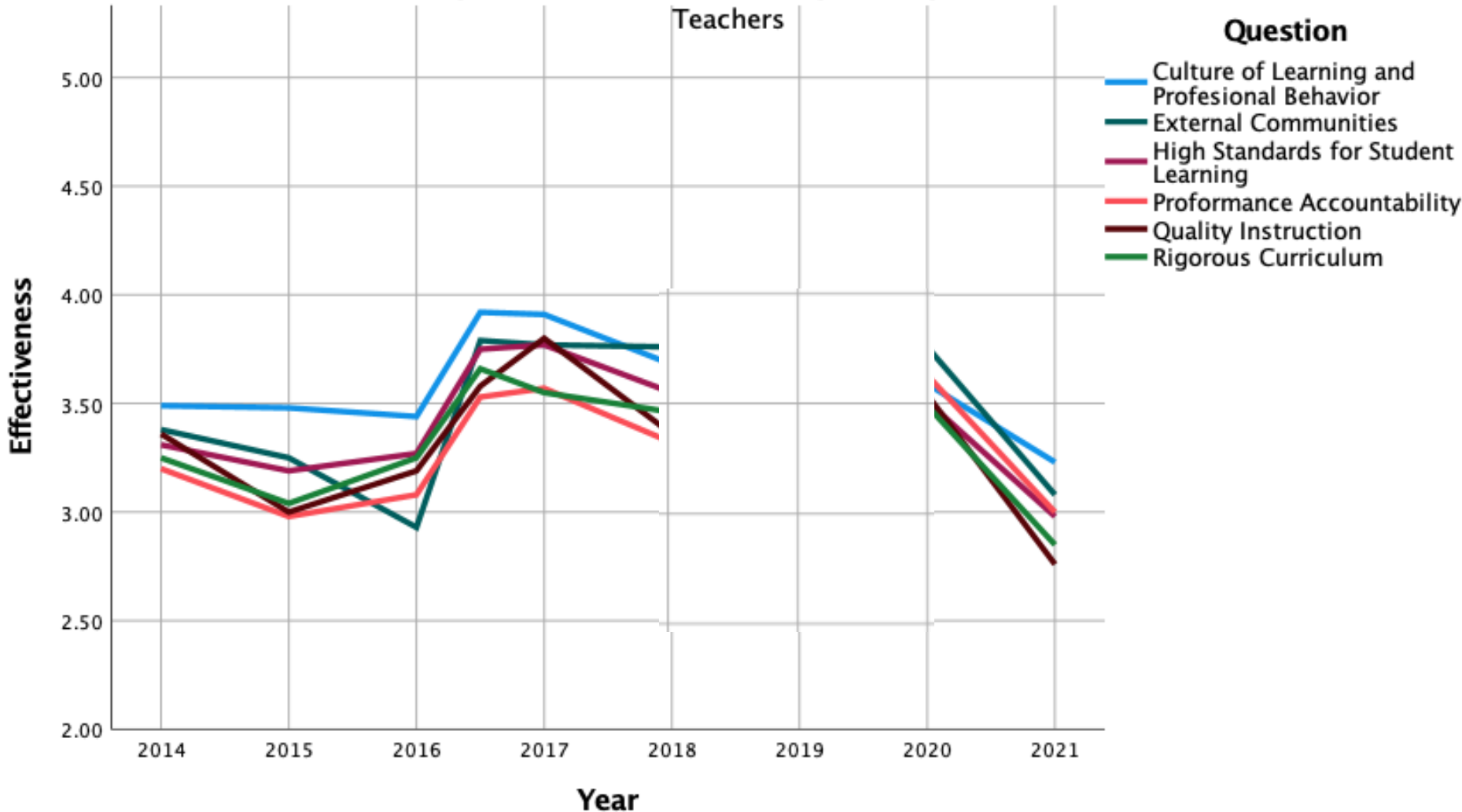


Board by Question

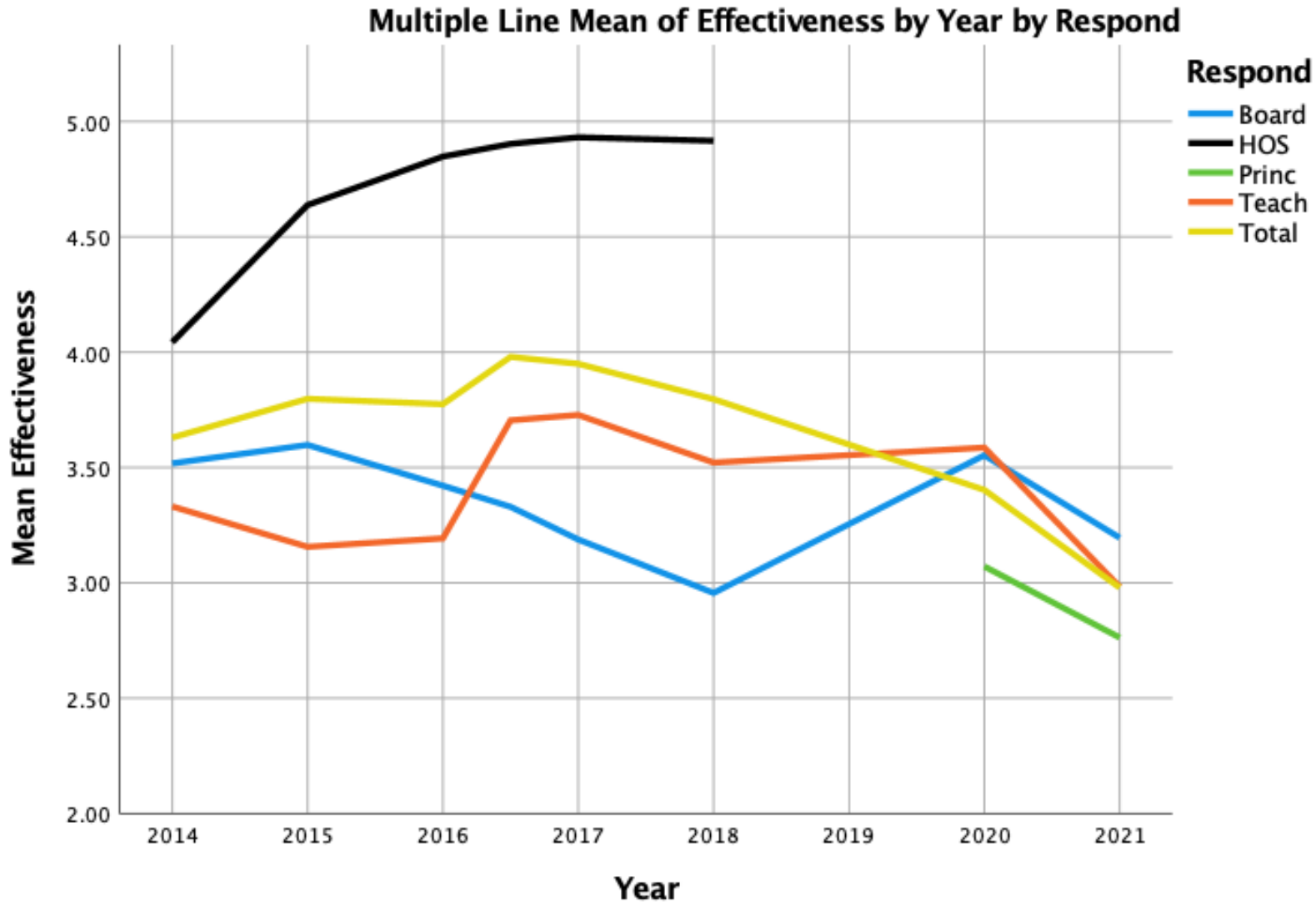


Staff by Question

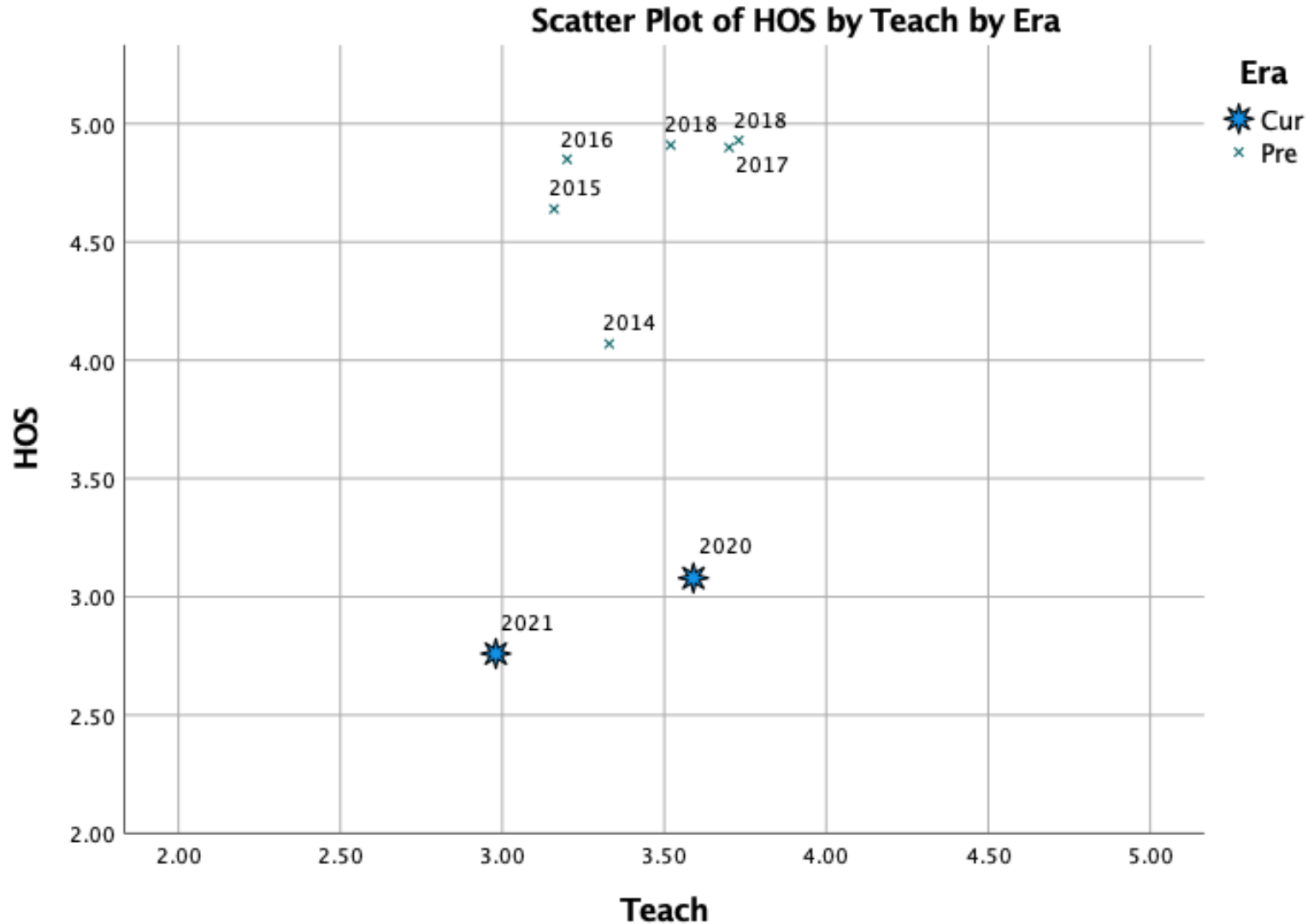
Multiple Line of Effectiveness by Year by Question



Respondent over time



HOS and Teachers – mean effectiveness score



2021 matrix

Key Processes

Core Components	Planning	Implementing	Supporting	Advocating	Communicating	Monitoring
High Standards for Student Learning	3.04	3.05	3.05	3.17	2.86	2.94
Rigorous Curriculum	2.93	2.94	2.94	3.06	2.75	2.82
Quality Instruction	2.89	2.90	2.91	3.02	2.72	2.79
Culture of Learning & Professional Behavior	3.16	3.18	3.18	3.29	2.99	3.06
Connection of External Communities	3.12	3.13	3.13	3.25	2.94	3.02
Performance Accountability	3.03	3.04	3.04	3.16	2.85	2.92

2021 matrix

Key Processes

Core Components	Planning	Implementing	Supporting	Advocating	Communicating	Monitoring
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