



**ALABAMA**  
**ASSOCIATION OF**  
**SCHOOL BOARDS**

## Vestavia Hills Board of Education Superintendent Evaluation

Spring 2017

### Evaluation Overview

- Completing the Evaluation:
  - Board (5)
  - Direct Reports (17)

## Rating Scale

**1 – Unsatisfactory**

Performance is consistently below expectations and fails to demonstrate reasonable progress toward agreed upon goals.

**2 – Needs Improvement**

Performance consistently does not meet expectations.

**3 – Meets Expectations**

Performance consistently fulfills expectations and may, from time to time, exceed expectations.

**4 – Above Average**

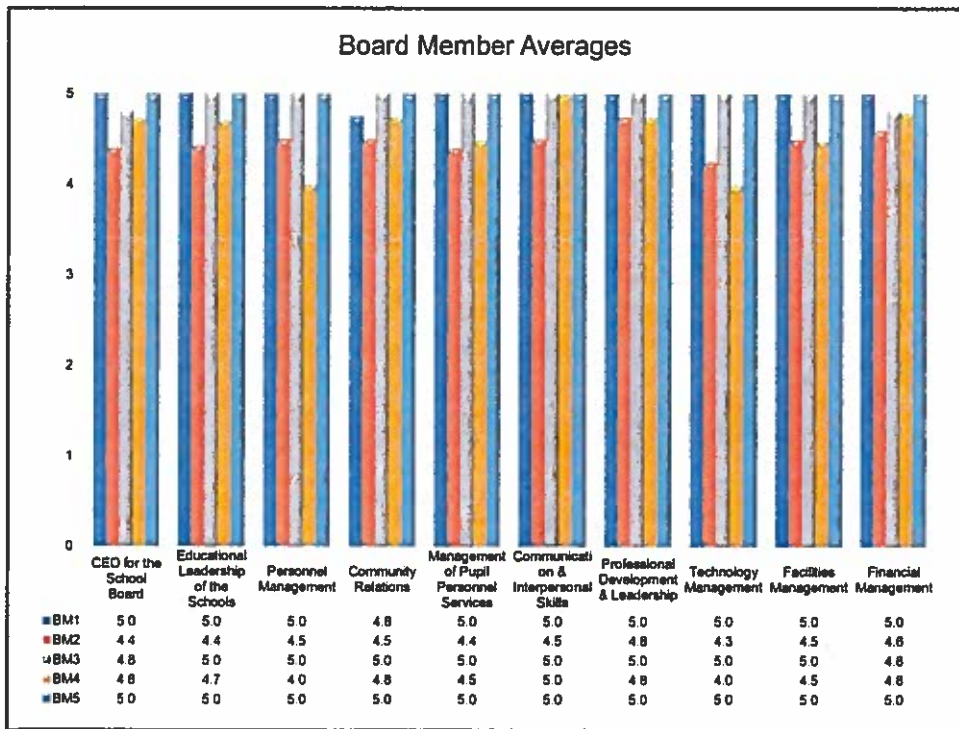
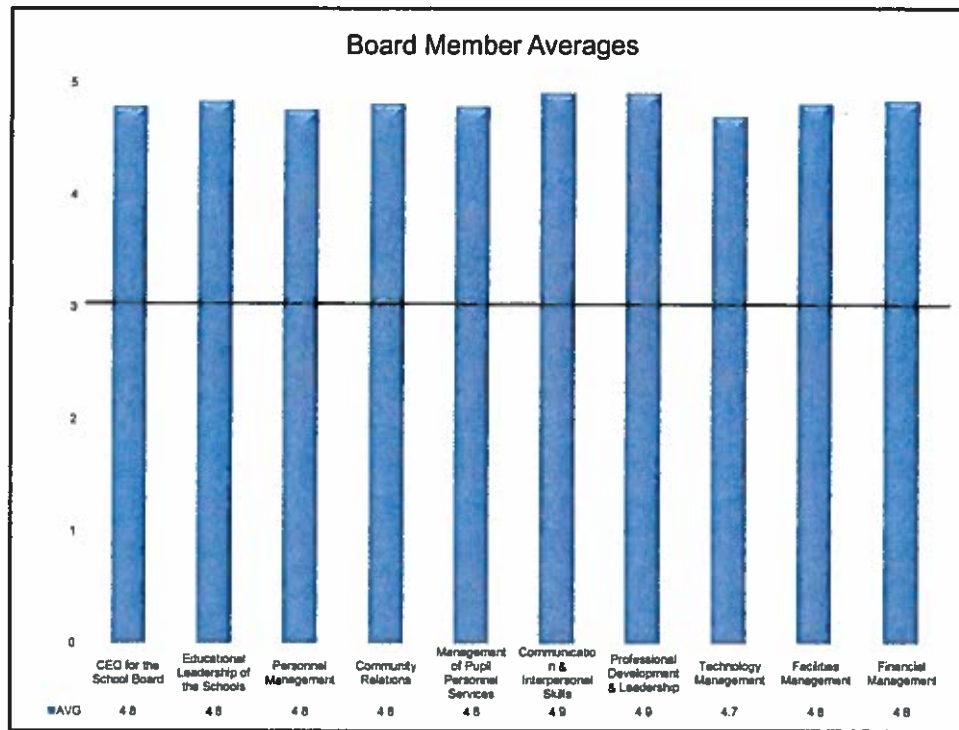
Performance consistently demonstrates high levels of performance.

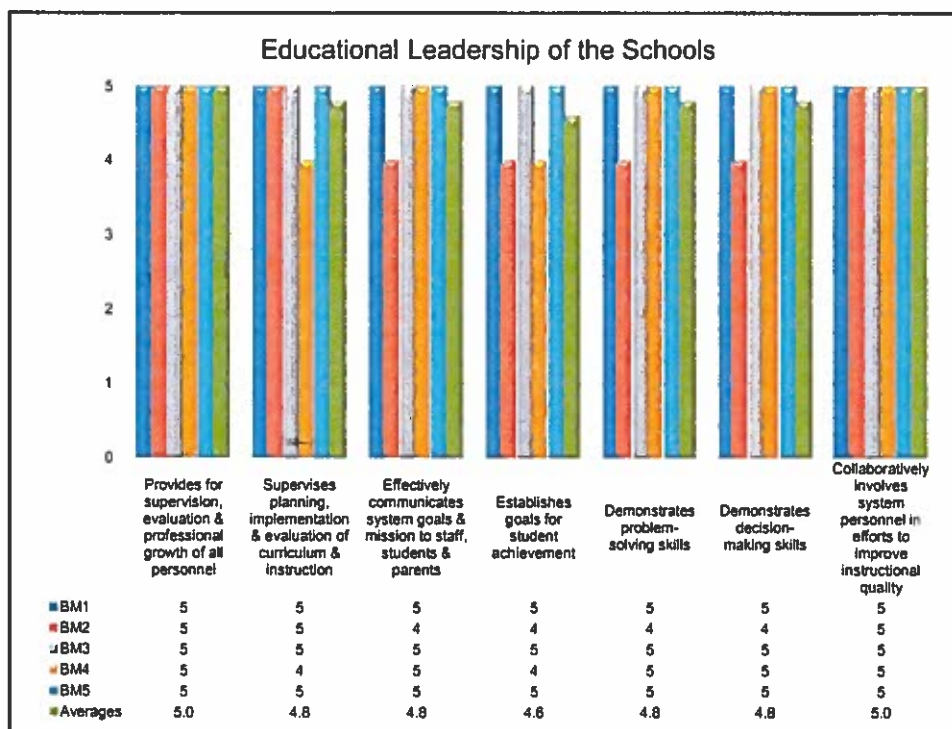
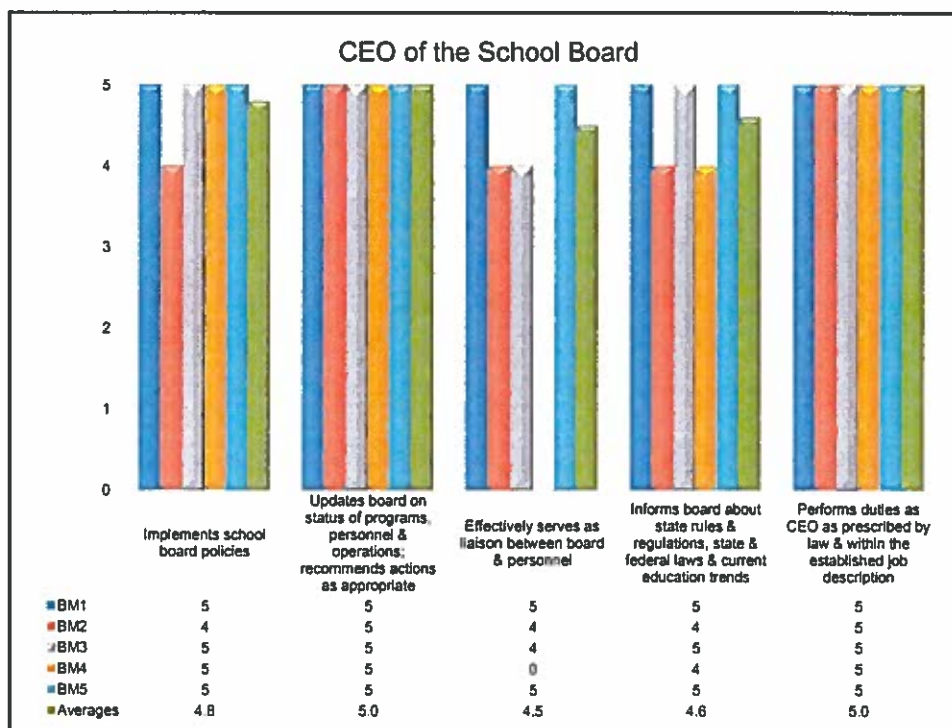
**5 – Demonstrates Excellence**

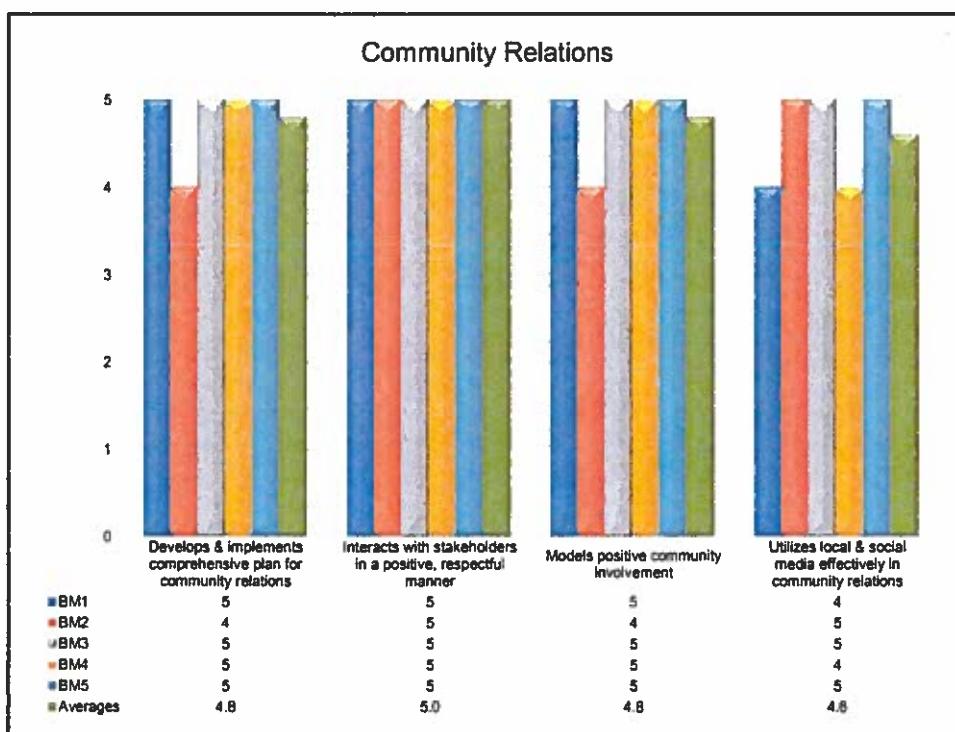
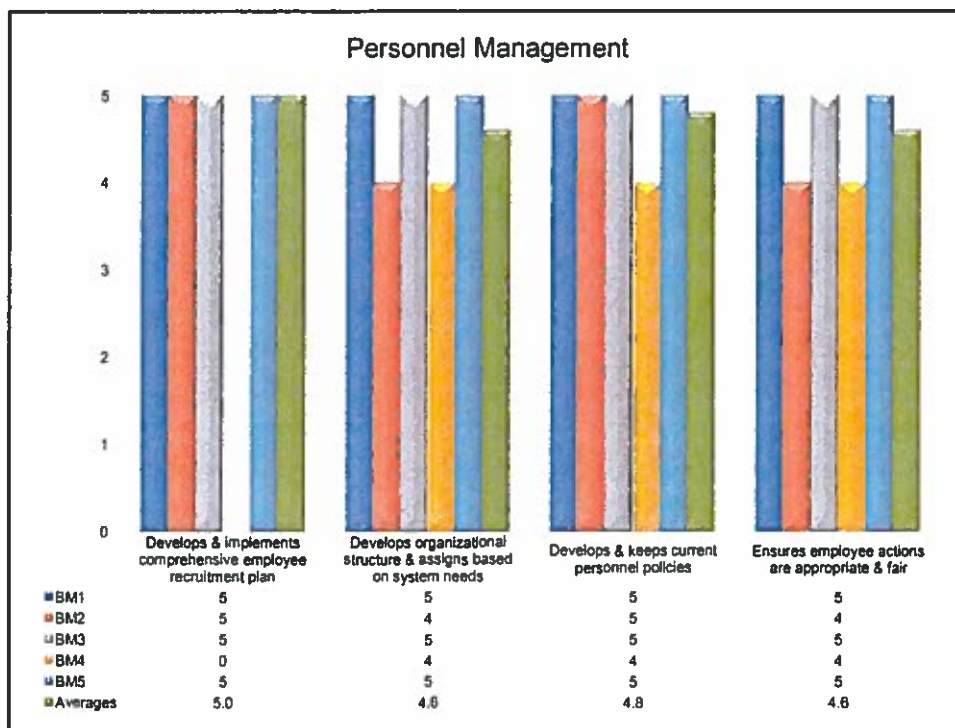
Performance far exceeds expectations and demonstrates exceptional quality and/or unique contributions.

## BOARD MEMBER RESULTS

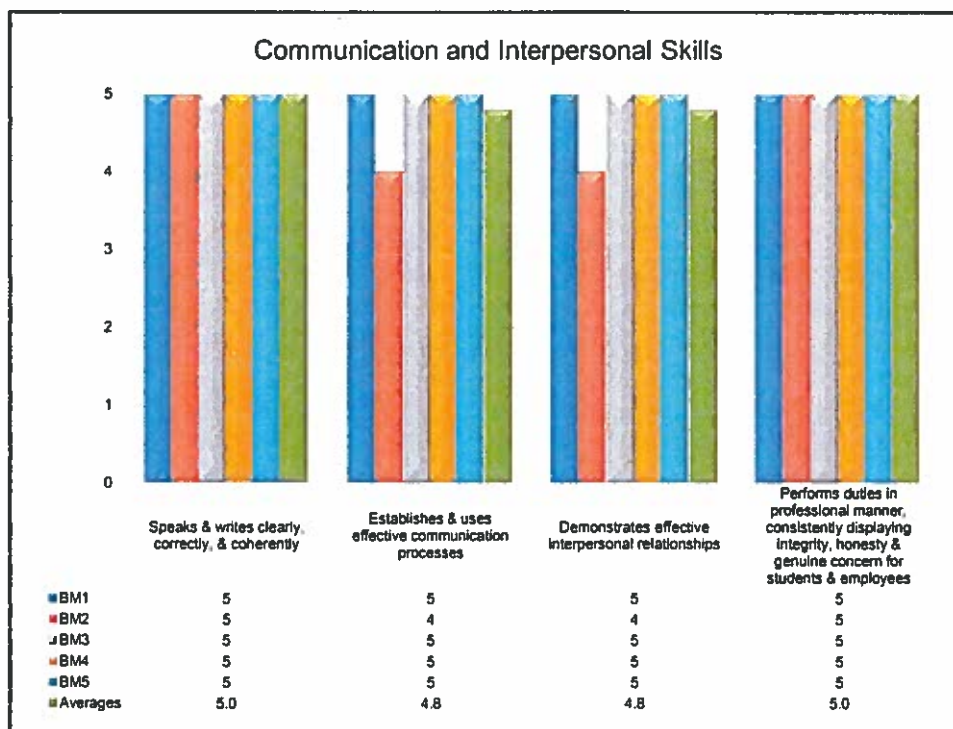
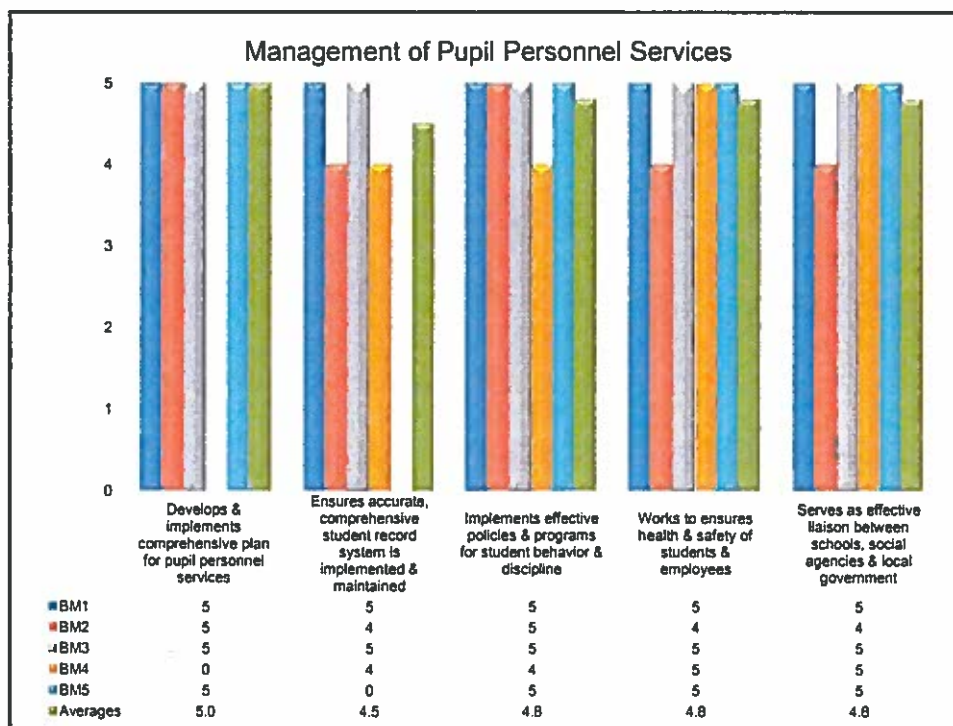


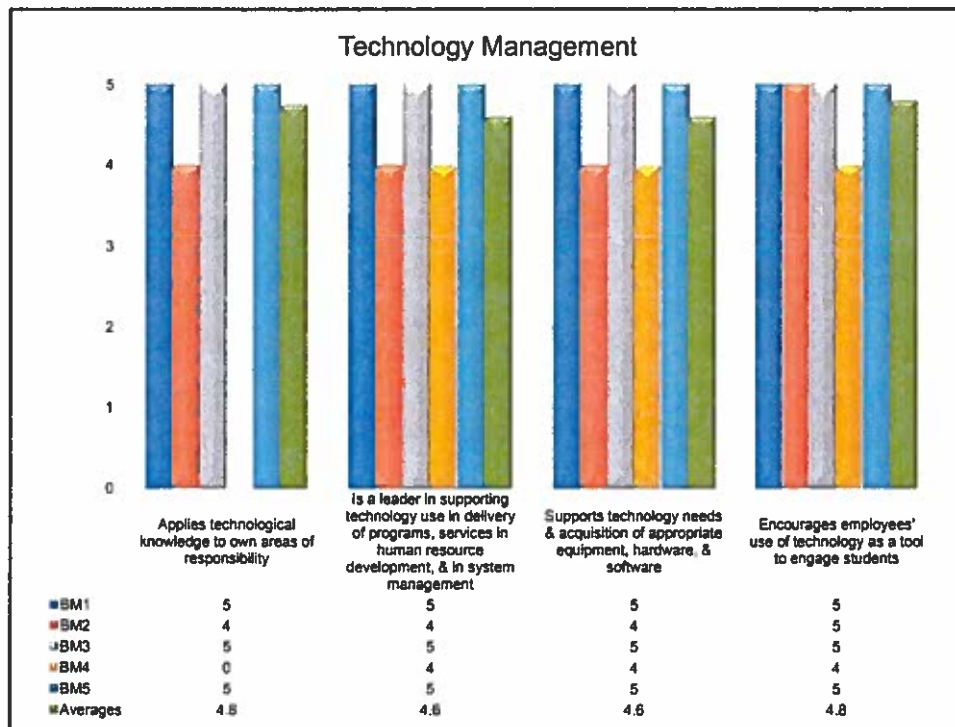
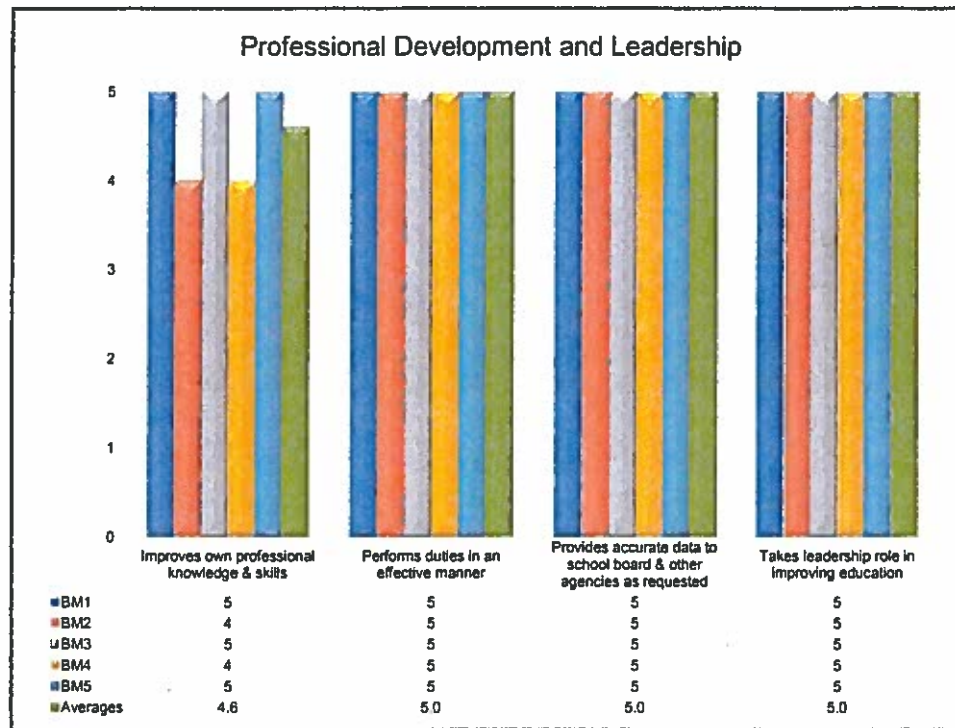


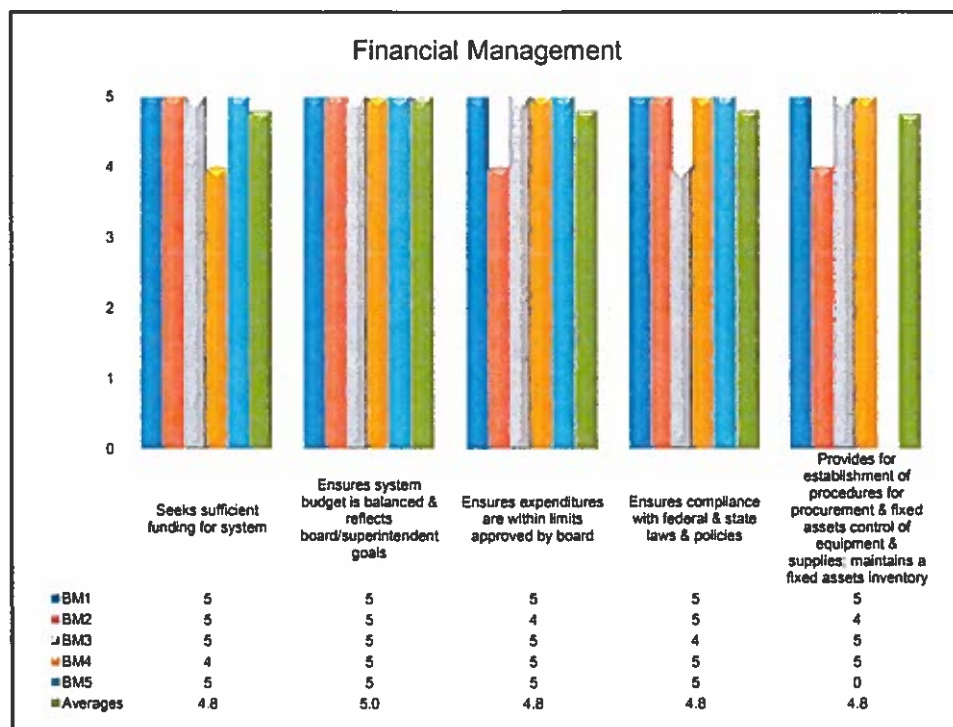
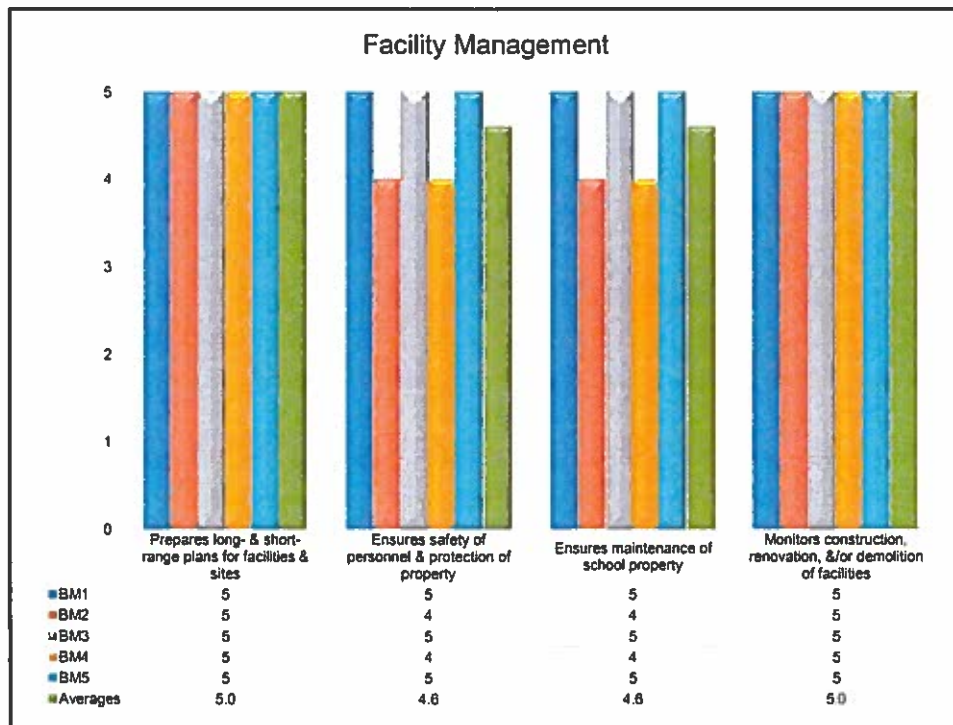






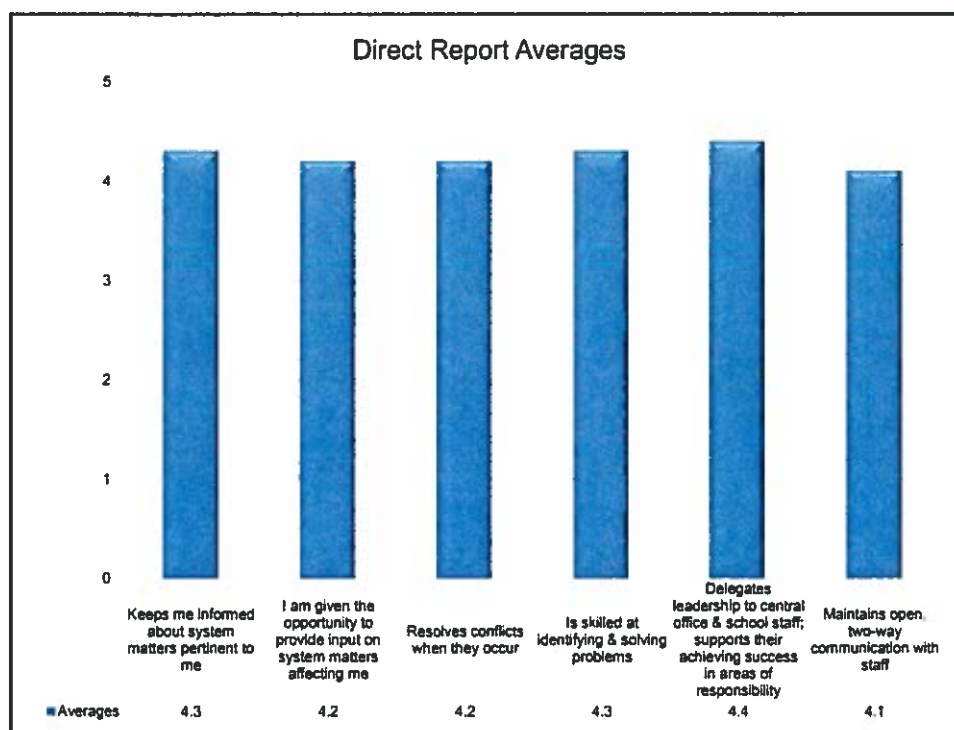


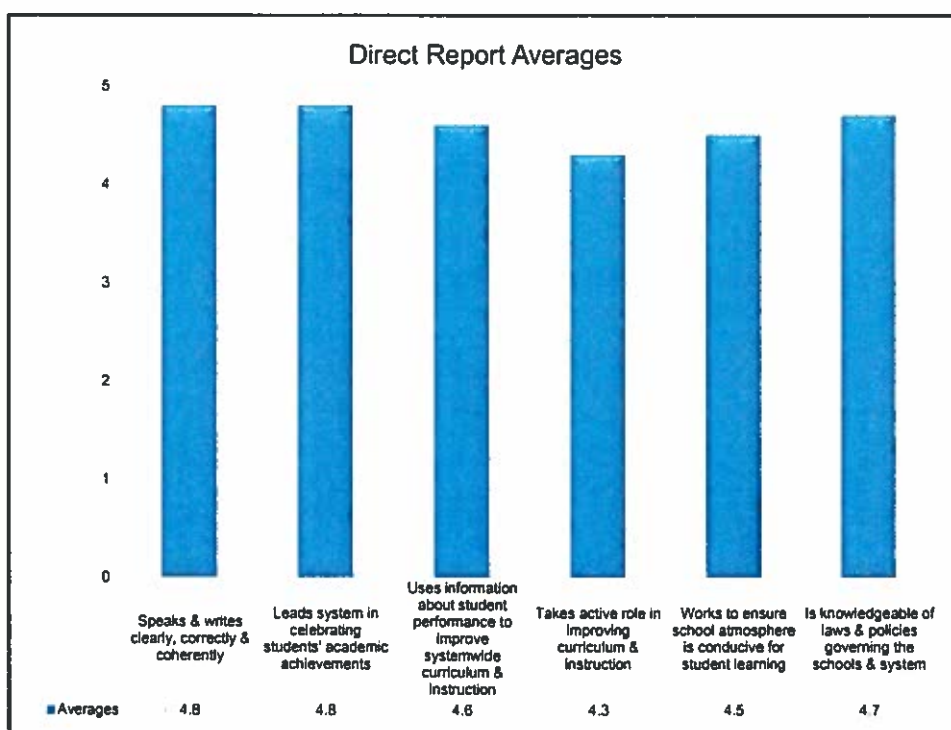
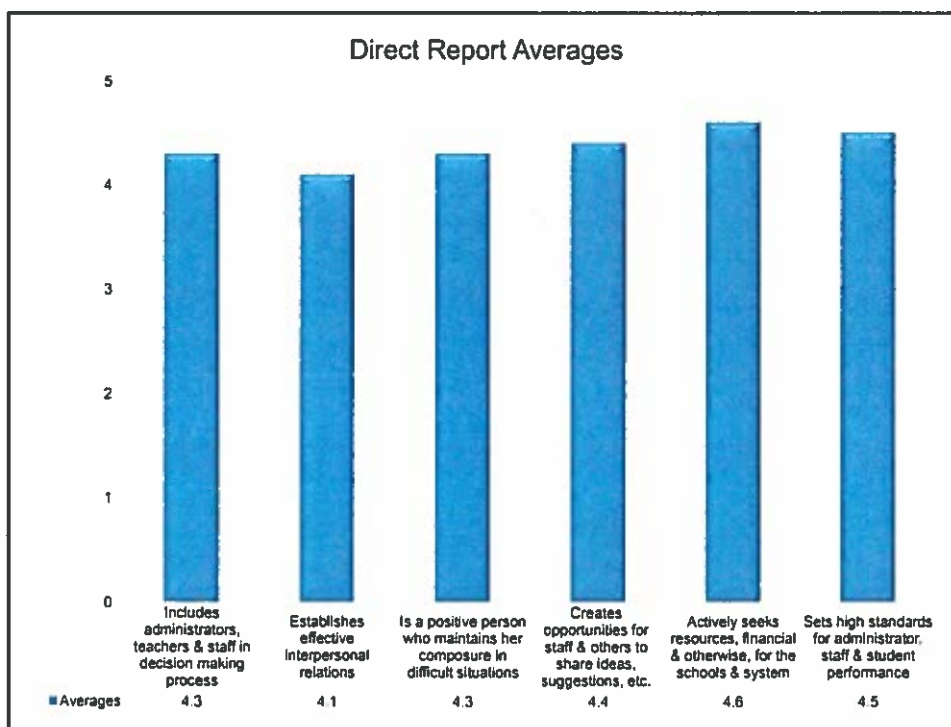


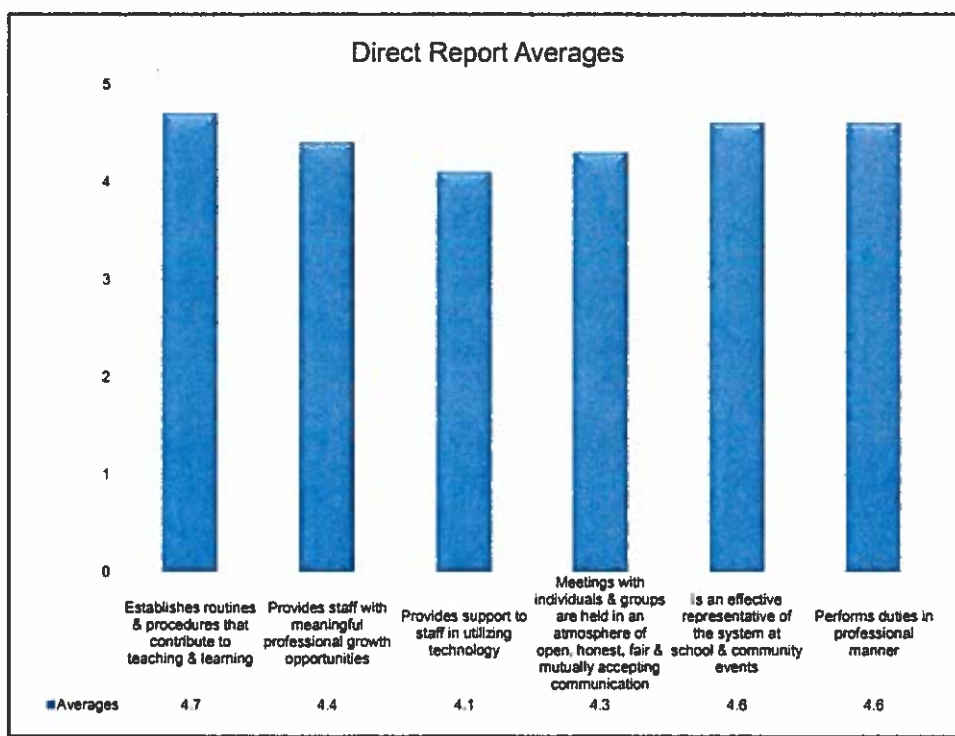
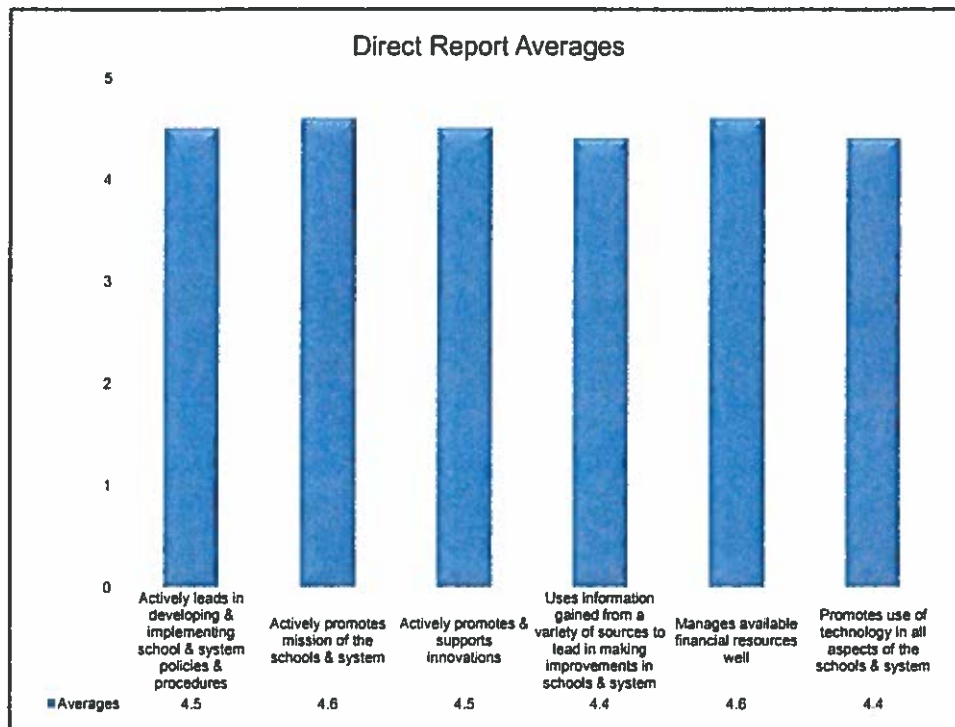




## DIRECT REPORT RESULTS







## Overall averages

- Board – 4.8
- Direct Reports – 4.4

## Next Steps

- Continue ongoing dialog with the superintendent to ensure she and the board remain on the same page
- Finalize mutual goals for the superintendent's performance for the coming year