

CEO Briefing

Performance Appraisals

November 13, 2014
Dr. Kamela Patton, Superintendent



VISION

That all students will complete school prepared for ongoing learning as well as community and global responsibilities.

MISSION

To provide exceptional educational opportunities that motivate and engage each student.

BACKGROUND

- 7,100 of employees
 - 3,200 teachers
- Timeline for our recent changes to evaluation
 - New teacher evaluation system 2011
 - New school administrator evaluation system 2012
 - Now we need a new evaluation for district level administrators

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TARGET FOR TODAY'S DISCUSSION

There are 75+ district level administrators. District level administrators generally work in the administrative center and are focused on the entire district.

- They include:
 - Managers, Coordinators, Supervisors
 - Assistant Directors, Directors, and Executive Directors
 - And an Assistant, Associate and Deputy Superintendent
- The represent departments such as:
 - HR and Finance
 - Maintenance and Transportation
 - Nutrition and Technology
 - Curriculum and Instruction

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WHAT WE CURRENTLY USE

- The current evaluation we use for district administrators is well over 15 years old.
- It is a one size fits all evaluation.
- The current evaluation is based on list of tasks and supervisory roles not competencies nor goals.

DISCUSSION TOPICS

What do you consider a good basis
for an evaluation system?

DISCUSSION TOPICS

**How is goal setting incorporated
into the evaluation?**

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DISCUSSION TOPICS

**From whom do you collect feedback
for an evaluation?
(360 evaluations, coworkers, clients, etc.)**

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DISCUSSION TOPICS

**How often should employees
receive feedback?**

Who provides feedback to the employee?

DISCUSSION TOPICS

How is compensation tied to evaluation?

DISCUSSION TOPICS

**What platforms do you use
to manage evaluations
(electronic, paper based)?**