



Duval County Public Schools

March 6, 2013, Board Workshop - Superintendent Evaluation Format

Mr. Fred "Fel" Lee, Chairman
Ms. Becki Couch, Vice-Chairman
Mr. Jacon Fischer
Ms. Cheryl Grymes
Dr. Constance S. Hall
Ms. Ashley Smith Juarez
Mr. Ms. Paula D. Wright
Dr. Nikolai Vitti, Superintendent

ATTENDANCE AT THIS WORKSHOP OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present, with the exception of Ms. Cheryl Grymes. Ms. Karen Chastain, Chief of Legal Services, was also present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes:

The Chairman called the Board Workshop to order at 12:32 p.m.

Items To Be Discussed

[1. SUPERINTENDENT EVALUATION FORMAT](#)

Minutes:

The Board discussed the format for the Superintendent's first evaluation. Board members were provided with a copy of Policy 2.14, related to the Superintendent's

Evaluation, a copy of his Employment Agreement; and a draft evaluation form with both qualitative and quantitative components. A copy of the handouts are attached to the Minutes. Discussion included the following:

- Timing of evaluations - consensus was to have the Superintendent's first evaluation the week of June 17, 2013. This would be eight months into his serving as Superintendent. This will allow alignment for future evaluations to the end of the school year and receipt of data from the State. Informal evaluations would be in six months (end of December) and formal evaluations six months (end of June).
- Chairman Lee and Vice-Chairman Couch shared the history of how the draft evaluation form was developed. The format tracks the teacher evaluation format for scoring.
- The Board would hold a meeting where they share the evaluation with the Superintendent and release a collective statement on how he was evaluated. Members may also elect to meet with the Superintendent individually and discuss their evaluations prior to the public meeting.
- There was some discussion regarding how much weight each component (qualitative and quantitative) would carry. The Chairman shared that the Superintendent was open to a 50/50 weight. Board Member Fischer shared that it was his opinion that a 50/50 weight is what the Board should do. The Board will be discuss this at a future meeting and decide on weighting.
- Vice-Chairman Couch suggested that we ask for the Superintendent to provide a data notebook, as has been done in the past, for use in completing his evaluation. There was consensus on this suggestion.

Board members will review the information provided and schedule another Workshop as soon as possible to finalize the format and process to be used.

Speakers:

Mr. Fred "Fel" Lee, Board Chairman
Ms. Karen Chastain, Chief of Legal Services
Ms. Becki Couch, Board Vice-Chairman
Ms. Ashley Smith Juarez, Board Member
Ms. Paula D. Wright, Board Member
Ms. Constance S. Hall, Board Member
Mr. Jason Fischer, Board Member

Adjournment

[ADJOURNMENT](#)

Minutes:

The Chairman adjourned the Board Workshop at 1:12 p.m.

BSC

We Agree on this

Superintendent

Chairman