



Adrian Public School District Board of Education

Formal Superintendent Performance Evaluation

2009/2010

I. Objective and Quantifiable Performance Measurements –60% Weighting

A. Student Achievement (Standardized tests, other) – 15%

1. MEAP/MME/SAT/ACT/Other - APS scores measured against County, State, & prior year's scores and AYP targets.
2. Graduation / Dropout Rate – APS scores measured against County, State, & prior 5-year average APS graduation rate.

B. Financial (Budget Management, Annual Audit) - 20%

3. Add \$301,000 into fund equity during the 2009/2010 school year, less any adjustments to the following assumptions: A loss of 91 students and \$0 increase/decrease in per-pupil funding.
4. In the event of any catastrophic, uncontrollable changes to funding, keep the district solvent.
5. Annual Audit – Will be measured on quality of Audit results: Unqualified, Opinion, and Material Findings.
6. Maintain no more than .5% deviation, positive from the total costs of the district approved by the Board in June 2008 for the 2009/2010 school year.

C. Other stated goals (SMART goals) – 25%

7. Execute APS Strategic Plan year 2 (2009/2010) strategies as adopted on October 20, 2008.
8. Create a new Vision Statement

II. Subjective (opinion) Internal Feedback – 20% Weighting

D. Administrator questionnaire – 10%

E. District employees questionnaire – 10%

III. Subjective (opinion) External and Board Feedback – 20% Weighting

F. Community questionnaire – 10%

G. Board of Education questionnaire – 10%