

**2015/2016
SUPERINTENDENT'S PERFORMANCE**

Assessor's Name	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5	Impact / Rapport	Integrity	Work Standards
Ms. O'Shea	5	5	5	5	5	5	5	5
Ms. Krassner	4	4	4	5	5	5	5	5
Ms. Clark	4	4	4	5	5	5	5	5
Ms. Cook	4	5	4	5	5	5	5	5
Ms. Flowers	3	5	4	5	5	5	5	4.75
Ms. Lerner	5	5	5	5	5	5	5	5
Dr. Peluso	5	5	5	5	5	5	5	5
AVERAGE SCORE	4.3	4.7	4.4	5	5	5	5	5

RATING SYSTEM:

- 5 – Outstanding Has exceeded expected outcomes for goal attainment or mastery of performance objective.

- 4 – Meets Expectation Has demonstrated goal attainment and /or a high level of performance for designated performance objective.

- 3 – Acceptable Has demonstrated progress toward goal attainment or an acceptable level of performance for required performance objective.

- 2 – Improvement Expected Progress on goal attainment or demonstration of an acceptable level of performance for required performance objectives is not up to School Board standards.

- 1 - Unsatisfactory No evidence of goal progress or progress towards an acceptable performance of School Board standards.

**2015/2016
SUPERINTENDENT'S PERFORMANCE
Comments**

District Goal #1

Ms. O'Shea	The Superintendent has provided student achievement data and it continues to show improvement. The most recent school year had a reduction in F schools from 7 to 2, and the Superintendent continues to strive for no D or F schools in the district. In addition, he recommended and the Board concurred, that we take over a failing charter school, and is working toward significant progress with the students at the newly named Midtown Academy.
Ms. Krassner	Additional support for schools and continued focus on student learning and improved attendance to achieve our vision of 100% student success.
Ms. Clark	Dr. Grego's efforts and initiatives have raised scores in many areas, but we still have a way to go for some of our struggling students and schools. I believe we are on the right track and Dr. Grego's leadership will continue to produce positive results.
Ms. Cook	While much progress was made in this area the district still has schools that are not showing the learning gains necessary to meet this goal. I have confidence that this will be accomplished within the next year.
Ms. Flowers	<p>Dr. Grego has lead the leadership team in Pinellas County in the right direction regarding accountability and a focus on improving student learning. The introduction of additional curriculum materials noted to garner positive learning gains in students is to be commended.</p> <p>Dr. Grego realizes that the students have a long way to go in reaching the state required goal of a grade of A, B, or C, which is why the integration of a "Transformation Team Effort" has been implemented.</p> <p>Nearly half of all schools have achieved a rating of A, B, or C and the remaining schools are showing great promise trending in this direction. Maximo Elementary (noted as one of the schools with extreme challenges) improved their grade exponentially going from a "F" to a "C". This could not have been done without addressing a leadership change at the school, reconfiguring the learning environment, providing the teachers with additional supports requested, diving deeper into the statistical data presented on each student which allowed the entire team to tailor the environment o best meet the needs of the students.</p> <p>Noted at this point are also those schools who are facing challenges in this area such as Campbell Park and Melrose. This board member has great confidence in the teachers, support professionals, inclusion of additional Para-Professionals in the classroom, and enhancement in learning support services that we will see an upward progression in their school grades as well.</p> <p>In light of the goal stating that the improvement would be seen in every school and we have not yet achieved that goal, I have provided a rating of 3-Acceptable and Satisfactory</p>
Ms. Lerner	The District Strategic Plan continues to be a clear guide that provides continuous quality improvement goals for all students, schools and departments.

	Dr. Grego focuses on definitive strategies and clear responsibility to implement and evaluate results. There is an upward trend in many aspects of student achievement including our graduation rate.
--	---

District Goal # 2

Ms. O'Shea	Documentation is provided and made available to the Board as part of our Strategic planning process. A portfolio of data and results is kept up to date.
Ms. Krassner	Further understanding on how the ISM (Instructional Support Model) visits support teacher and student growth.
Ms. Flowers	<p>Although the State of Florida's Department of Education has sought to revamp its learning expectations almost every year for the last six years and despite the fact that Dr. Grego has been with Pinellas County since 2012, Dr. Grego has selected a very competent team to help him led this charge under the banner of Teaching and Learning. Pam Moore, Dwayne Hinds and others have attempted to select those materials noted as approved instructional materials by the state that are most influential, culturally sensitive, and most rigorous for our students.</p> <p>The addition of supplemental learning tools such as Starfall, Winning Reading Boost, Algebra Nation and others have proven to assist in advancing the skill sets of our students. The inclusion of the built in side by side monitoring, modeling of best practices, inclusion of additional on line training supports for our staff as well as on site trainings are a welcome addition by this board member.</p> <p>While the state has interjected its own dynamic measureable expectations such as the ELA Assessments in writing, math, and science, under Dr. Grego's leadership, there are additional measures built into the curriculum for students so that the teachers and other staff members can have a real time depiction of where the student is in their learning experience and allow us ample time to try to assist a student who may be struggling in very specific areas.</p> <p>Instructional programs such as Promise Time (a before and after school mentoring and tutorial program) is a wonderful partnership with R'Club to assure that those students who need the additional learning time can in fact have that at their disposal. Teachers are hired to provide this service to PCS students. Other ancillary concepts such as Crazy 8, STEM, and Connect for Success are all initiatives focused on changing the trajectory of our students. Each of the aforementioned programs have been integral in the district moving the needle when it comes to our student's education.</p> <p>The District offered over 1,500 training sessions aligned to the Florida Standards over the past two years with more than 20,000 registrations for the various classes (teachers attended multiple trainings).</p> <p>For this area, I have rated Dr. Grego a 5- Outstanding.</p>
Ms. Lerner	<p>Relevant professional development opportunities and participation continue to increase. Data provided to staff, the Board and community clear and more understandable as provided in both summaries and detailed reports.</p> <p>There is a continue need to further implement personalized curriculum and teaching methods for our most struggling students.</p>

District Goal #3

Ms. O'Shea	<p>Work with our partners, Board of County Commissioners, Juvenile Welfare Board, and Pinellas County Health Dept. has resulted in additional full time nurses at 7 of our neediest schools.</p> <p>Continued working relationship with law enforcement, and our PCS police has resulted in positive approaches to many discipline issues and the use of civil citations and restorative justice techniques.</p> <p>Communication with the parents, staff, and community has resulted in a more supportive learning environment.</p>
Ms. Krassner	<p>Further clarify how the MTSS process supports principals and teachers in meeting students' academic, social, emotional and behavioral needs.</p>
Ms. Flowers	<p>The ability for the district to go after and attain the AdvancED designation was a tremendous feat. Dr. Grego suggested that we aim for this and he worked very hard to assure that we utilized this process as a way to help us improve in areas where we were lacking.</p> <p>From the top down, everyone in this district has made safety a priority where teachers can teach and students can learn. Working closely with Clint Herbic over facilities and maintenance, a number of measures have been put into place to assure that we present an environment filled with eagerness to learn.</p> <p>The addition and increase in our Advance Placement courses also required for our staff to become certified in a variety of areas in order to meet the educational needs of our student body. As such, 92% of Advance Placement Teachers attended College Board Trainings in their specific areas of study, deliberate practice strategies have been implemented to serve as support to our teachers and support staff and of course staff can attend any training they deem that would be beneficial to enhance their growth and expand their skill set for the classroom.</p> <p>PCS has moved to expand its meal program by applying for and receiving the Community Eligibility Provision which allows for the district to provide FREE breakfast and lunch to over 65 schools. PCS also has a dinner program where students and their parents can dine together. During the summer, PCS provides meals to the Summer Bridge Participants as well as to R'Club sites during non-school days to assure that the students are receiving healthy nutritious supplements.</p> <p>I am happy with what has occurred thus far and I am delighted in the strengthening of our services. I would like to see additional resources geared towards addressing the diverse cultures as a part of the instructional material presented to students. Students need to see themselves in order to apply it.</p> <p>In this area, I have given a rating of 4-Meets Expectations</p>
Ms. Lerner	<p>Dr. Grego has provided leadership to prioritize and implement effective strategies to sustain school improvement based on a safe and supportive school environment. There has been significant progress in decreasing out-of-school suspensions and arrests.</p>

	The Principal's student Multicultural Advisory Committees (PMAC) programs at every school continue their efforts to create a safe, welcoming and inclusive environment.
--	---

District Goal #4

Ms. O’Shea	Through Dr. Grego’s leadership, we have coordinated the approval of our Strategic plan with the development and approval of our budget. This has provided efficient use of our resources as applied to the goals and actions set forth in the strategic plan. Resources are in place to support the necessary step in the plan and the budget is aligned with the plan.
Ms. Krassner	School Improvement Plans are now more effective working documents that are linked to the District Strategic Plan.
Ms. Cook	<ul style="list-style-type: none"> • Because of the success in this area the district is able to provide the resources to the schools that will promote high student achievement. • The district has been able to become self-insured providing the same level of health insurance with no changes to the plans offered to employees. • Additionally employees will receive raises even though the funding from the state was minimal this year.
Ms. Flowers	<p>Dr. Grego has worked diligently to implement the requests of each board member regarding the adaptability, ease of locating, and consistency with our School Improvement Plans. SIP’s can now be found on every school site and the implementation of assuring that there is a link from the PCS home site for each school is absolutely wonderful. SIP’s allow transparency for the public when tracking our student’s improvement throughout the year.</p> <p>Dr. Grego has been extremely prudent when it comes to the finances of the district. Supportive of shoring up a sound financial future of the district. District classroom expenditures account for the highest percentage of the District’s overall budget when tracked over the past five years increasing from 62.45% in 2009-10 to 65.96 in 2014-15 and 66.04% in 2015-16.</p> <p>Dr. Grego is also supportive of the 411 Referendum. 80% of those funds go to the teachers and 20% to the classroom for the arts.</p> <p>I am most proud of the additional resources form SIG grants and other resources the district brings in to supplement our students in their learning experience. I am MOST excited about the outcome of the Title I allocations. While the district was accused of mishandling funds and not providing fiscal resources to those in need, the State of Florida has concluded its investigation – there were no finding s related to the allocation of Title I funds or the school wide and district programs. This does not mean that I will not continue to advocate for those students in our most struggling communities to receive additional resources in order to move the needle for them, particularly when their families financial situation may not afford them the same support that more financially stable homes may.</p> <p>In this area I have rated a 5- Outstanding</p>
Ms. Lerner	Dr. Grego and staff have kept the Board continually informed about financial issues and do an excellent job managing District resources.

District Goal #5

Ms. Krassner	The district's capital outlay initiatives are the best I have witnessed. The district's website is a great resource for all stakeholders.
Ms. Flowers	<p>Previously I rated this section a little low because I had concerns with the technology systems being used and the availability of technology to all students when needed as well as staff. Since that time, I have noticed a tremendous change and a sense of urgency within the Information Technology Department to try to attend to the needs of the district.</p> <p>While we may have technical glitches here and there, those are to be expected in a district this large.</p> <p>I am excited to note that upgraded laptops have been provided, white boards have been provided to those teachers who have requested them, and we have upgraded our fiber optic and cloud capacity.</p> <p>We continue to provide the individual I-Pads (6,711 to date) for our students to take home and to work with and work on and students have free access to online educational materials.</p> <p>The ability to print on demand within the organization has saved the district money with its own print shop.</p> <p>PCS Journal, SPTV and PCS classroom have expanded the district's ability to share and showcase teachers, students, district awards successes and challenges of the district.</p> <p>Dr. Grego heard the boards call for improvement to our website to make it more attractive and user-friendly. The district has now also integrated social media in a very measured way.</p> <p>To stay healthy and fit, the district has partnered with the Tampa bay Rowdies: Being Fit Matters In this area I rated Dr. Grego 5-Outstanding</p>
Ms. Lerner	Dr. Grego and staff have maintained continuing improvements to optimize technology and business services.

Impact/Rapport Building

Ms. O’Shea	Dr. Grego is constantly involved with our community partners and visits all schools frequently.
Ms. Krassner	Dr. Grego is responsive to the community and a great listener. He shows mutual respect in his dealings with others; that means everything to me.
Ms. Flowers	<p>Dr. Grego has gone above and beyond in this area. He has taken a few hits and bruises from the community- strong conversations aimed at him when he walked into a situation that was already in flux based on turnover of superintendents and concerns with those schools and those students who were struggling.</p> <ul style="list-style-type: none"> • Visible at school functions, community functions, and supports collaboration • Integrated the Parent Cadre concept where he meets with the parents • Meets when requested with FAST, NAACP Representatives, Pastors, and other community social and civic groups • Very active with the business community, corporate community, elected officials on every level. As well as an excellent reputation with superintendents from other districts • Holds his temperament very well • Shows restraint • Uses discretion wisely • Tries on every level to work with the union representatives from PCTA, PESPA, SEIU, PBA, etc. • Shown a true desire to work with our colleges on strategies to help those attending Schools of Education • Hosts meetings with the principals to garner input and to share what is going on in the district • Visits schools regularly not just when cameras are rolling • Is on hand to a number of school on the first day to include the bus compounds • Very active with the Superintendents Association • Very active and attends the Florida School Board Association Conferences with the board members <p>For some (not all teachers), there seems to be a perception that you are not approachable or would listen if they approached. Perception is reality so this is just a suggestion.... Perhaps some thought into addressing the teachers in a setting that is not so formal. The THANK YOU barbecue we had for the five challenging schools was really good. Maybe something like that????</p> <p>In this area I rate Dr. Grego at a 5- Outstanding</p>
Ms. Lerner	<p>Dr. Grego maintains a high positive visibility at schools, in the business community and at diverse community discussions and events.</p> <p>Dr. Grego’s leadership continues to sustain and strengthen our collaboration with many community partners including Juvenile Welfare Board, St. Petersburg College, the City of St. Petersburg, and Education Foundation.</p>

Integrity

Ms. O'Shea	Decisions are students focused and his recommendations come to the Board with needed support documentation and provides timely discussion with the Board at workshops in order for us to gain the necessary understanding of an issue and the ability to make an informed decision.
Ms. Krassner	Dr. Grego has built positive relationships and trust among all stakeholder groups.
Ms. Flowers	<p>Dr. Grego models ethical behavior. My relationship with Dr. Grego is one of mutual trust and respect on a professional level. Dr. Grego has been open to a number of my ideas and requests even if they may have seemed a little uncomfortable at times. He has never given me a fast no- he has truly worked to implement my requests.</p> <p>Dr. Grego puts students first even if it means advising a board member that we are asking may not be in the best interest of ALL students.</p> <p>I believe that for those in the community who truly desire to work with Dr. Grego and provide constructive meaningful dialogue, you will find transparency and creativity in finding solutions. I believe you will also find a person who will be very candid even if that means disagreeing. Having said that, I am sure you will find some in the community who may feel differently. In those instances, Dr. Grego works to try to resolve the concern and when and where it cannot be resolved, he still respects the individuals, organization or groups feelings.</p> <p>I have not seen inconsistency in interaction with staff, board members while in my presence, nor the community. Even in the conversations with FAST about Direct Instruction, COQEBS regarding gains of black students, meeting with the Urban League about out of school/in school suspension services, a sit down with the NAACP President or the like, Dr. Grego has responded and will continue to respond and work towards solutions as he has indicated.</p> <p>In this area I rate Dr. Grego at a 5- Outstanding</p>

Work Standards

Ms. Flowers	<p>Dr. Grego holds his staff accountable for their actions.</p> <p>Dr. Grego relates activities ad decisions to the mission of the district. He utilizes the Strategic Plan in the manner for which it was devised and he grades progress or lack thereof by the Strategic Plan. Dr. Grego also takes steps to update the plan when needed.</p> <p>Dr. Grego has established courses of action which has resulted in an increase in student performance as evidenced by the high ACT scores district-wide, the increase in the number of students taking AP courses, and integrating additional career technical training components for our students.</p> <p>We are working in this area and I am grateful. I think we need to continue to focus on attracting minority talent to the district-partnering with recruitment efforts just as strong as we partner for scholarships t four our students to historically black colleges (HBCU's).</p> <p>In this area I would like to give a 4.75</p>
Ms. Lerner	<p>Dr. Grego treats staff with respect and has high and definitive expectations for them.</p>

Summary

Ms. Krassner	Dr. Grego has improved the District in so many areas including academic achievement, graduation rate, career-technical programs, transportation, and financial sustainability. He continues to work extremely hard and responds to district, community, and Board Members concerns while moving our District forward.
Ms. Clark	Dr. Grego’s thoughtful leadership continues to move PCS in a positive direction. I believe that staying the course he is providing for us will result in the improvements the Board desires. He is doing an excellent job.
Ms. Flowers	I have truly enjoyed working with you. We both came in at a time when there was a lot of uncertainty. There had been four superintendents, the state was in the process of making additional changes, guns on campus was the rallying cry, and the state was not supplementing those lost PECO dollars. Strategically and together, we have tried our best to address the issues in the district in a manner that wouldn’t cause further harm to our number one and number two customers- Students and Teachers! I look forward to continuing to work on achieving successful measures where Davis Bradley is concerned, I look forward to working in all of our struggling schools so that they too move the needle in a positive way, I look forward to the continuation of the evolving student discipline plan to the point that our numbers are extremely low. I look forward to expanding or technical programs and growing the number of certifications our students receive moving them into well-paying jobs. I am overjoyed at the new construction at Melrose Elementary and the extensive rehabilitation at Lakewood High School. I am elated at our work with the now Midtown Academy- assuring our parents that despite what was we want to do what is right by students! I look forward to continuing to address our dynamic cultures, ethnicities and backgrounds throughout this district. I look forward to our students graduating with a high school diploma with their co-hort , and coming back to the district to help another reach their goal. That will truly be a sign when we can say job well done! and I look forward to continuing to work with you.
Ms. Lerner	Dr. Grego is a strong leader who is leading the District in a clear positive direction. We are fortunate to have him as our Superintendent.
Dr. Peluso	Dr. Grego has demonstrated exemplary performance in all aspects of is position.