

SUPERINTENDENT'S PERFORMANCE, 2014/2015

Assessor's Name	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5	Impact / Rapport	Integrity	Work Standards
Ms. Lerner	5	4	5	5	5	5	5	5
Ms. O'Shea	5	5	5	5	5	5	5	5
Ms. Clark	4	5	5	5	5	5	5	5
Ms. Cook	5	5	5	5	5	5	5	5
Ms. Flowers	4	4	5	4	5	5	4	4
Ms. Krassner	4	4	5	5	5	5	5	5
Dr. Peluso	5	5	5	5	5	5	5	5
AVERAGE SCORE	4.6	4.6	5	4.9	5	5	4.9	4.9

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. |

SUPERINTENDENT'S PERFORMANCE, 2013/2014
Comments

District Goal #1

Ms. Lerner	The District Strategic Plan continues to be a clear guide which provides continuous improvement goals for all students, schools and departments. Dr. Grego has instituted many initiatives which have been strengthened and expanded, and are directly related to an upward trend in many aspects of student achievement including our graduation rate.
Ms. O'Shea	A diverse school system includes diverse challenges. Dr. Grego has targeted effective strategies where they are most needed and we are seeing continual improvement. The district Strategic Plan includes the goals and strategies and a process to monitor progress.
Ms. Clark	<p>This goal is the one Dr. Grego is working hardest on and the goal we have seen the most improvement.</p> <p>Dr. Grego has focused on staffing, professional education and putting the best possible teachers and administrators in our struggling schools and we are beginning to see improvement in these schools.</p>
Ms. Flowers	<p>Our past three years we have made astounding goals regarding the achievement of our students. Many of our high schools have increased letter grades as well as individual gains per student. However, several of our middle and elementary schools based on the state grading system continue to lag behind others with similar hardships and circumstances throughout the county and the state.</p> <p>The focus should now be on these students who continue to test far below their peers. A strategic plan inclusive of more intense culturally directed models may get us there.</p> <p>The increase in our AP scholars increased by 1.9% with minority student making up an overall increase of 30%. The closing of the achievement gap at Gibbs, Lakewood, Boca Ceiga and Dixie is phenomenal.</p> <p>A district graduation rate of 83.7% is a move in the right direction</p>
Ms. Krassner	<ul style="list-style-type: none"> • Graduation rates for each student subgroup have increased! • District graduation rate is higher than the state average. • Summer Bridge has increased enrollment and attendance rates. • Advanced Placement passing rates have increased over the last three years for each student subgroup. • Elementary and Middle school Science scores have increased and have surpassed the state for the last two years. • Area Superintendents are monitoring achievement in their schools

District Goal # 2

Ms. Lerner	<p>Very good professional development opportunities have expanded especially during the summer.</p> <p>There is a need to further implement personalized curriculum and teaching methods for our most struggling students so they have the basic reading and math skills that are necessary for academic success.</p>
Ms. Flowers	<p>In addition to the prescribed curriculum, PCS should also embrace more, culturally approved learning models to include use of outside (approved) resources so that all children with various learning modalities can connect with the lesson and the instructor. I believe that Pam Moore and Dywayne Hinds are attempting to implement such. I also believe that some of the teacher's themselves see the value in relating the history of a people to the lessons of the day. Our schools should have variety in its curriculum instruction and engagement of students. No school should have a "traditional" component for struggling students.</p> <p>Based on the states assessment tools we have very few options other than test and assess more. I am grateful for the areas that have been combined or reduced regarding assessments from the districts standpoint.</p>
Ms. Krassner	<ul style="list-style-type: none">• Gifted education is now offered at each school site.• The number of elementary schools with Science labs has increased.• STEM and Robotics clubs have increased.• Extended Learning Programs have offer additional time on task with Promise Time.• Connect for Success with laptops for 3rd, 4th, and 5th, graders support student learning and bridge the digital divide.• The monitoring of students on track for grade level and graduation is supporting academic progress and graduation rates from middle to high school.• More teachers attended more training sessions for FSA.• Personalized Learning Program at five schools with a large grant to support the efforts.

District Goal #3

Ms. Lerner	Dr. Grego has provided leadership to prioritize and implement effective strategies to sustain school improvement based on a safe and supportive school environment.
Ms. Flowers	<p>Without the use of increased police presence, PCS has been able to maintain a safe learning environment. The intervention techniques of initializing the Positive Behavior Model, TNTP and focusing in redirecting students has shown positive results.</p> <p>Focus has also shifted in the areas of addressing schools with greater needs of repair and for rehabilitation such as Melrose and Lakewood Elementary.</p> <p>The 911 alert system as well as the robo call system which alerts parents and staff to issues on our campuses have proven to be excellent tools as well.</p>
Ms. Krassner	<ul style="list-style-type: none">• The District received a Gold designation for our worksite wellness initiatives. Pinellas is one of only two districts in the state to receive this honor.• Professional Development is stronger and more trainings are offered.• Food service provides breakfast, lunch and dinner.• The District has partnerships with the community for securing needed food for students on the week-end.• Future Plans. <p><u>Safety</u></p> <ul style="list-style-type: none">• The MOU with the District's Chief and agreements with other municipal law enforcement agencies is exceptional.• Student arrests have decreased.

District Goal #4

Ms. Lerner	The District budget is aligned with the Strategic Plan. Dr. Grego has kept the Board continually informed about financial issues and does an excellent job in managing our resources.
Ms. O'Shea	All resource allocation is determined in alignment with the District Strategic Plan
Ms. Flowers	I would agree with the assessment of resources that have been targeted to various schools. Particularly new construction and renovations despite the reduction of PECO funds. However, I want a clear mapped out plan for the next three years that also detail the fiscal resources that will be provided to assist in increasing student achievement. I would like to see these items in over document. Not spread out over several documents so that the impact and timelines can be tracked easily for anyone reviewing.
Ms. Krassner	<ul style="list-style-type: none">• The District earned AdvancED Systems Accreditation which is the highest level of accreditation that a school system can receive.• The Budget is aligned with the District's Strategic Plan.• 67% of Budget directly impacts students in the classroom.• Contingency fund is moving closer to the goal of 5%.• Finance department had outstanding audits, communication and accountability.• The Superintendent is working very hard on making our instructional and noninstructional salaries more competitive!• A special maintenance team rotates from school to school to improve the appearance and functionality of school campuses. The curb appeal is noticed!

District Goal #5

Ms. Lerner	Dr. Grego has maintained a process of continuous quality improvement to optimize technology and business services.
Ms. O'Shea	The district has been focused on the relevant use of technology in the classroom and district-wide to increase academic opportunities and efficient operations.
Ms. Flowers	<p>Great job in this area. Huge improvement. The upgrade for IOS systems the continued movement upgrading phone systems, laptops and desk tops.</p> <p>The complete re-design of the web page which is more inviting to the public. The ability to maneuver the site and the ease at which to locate items is a plus for our parents and website visitors.</p> <p>As we move forward, I would love to see the increased technology use in our Kindergarten classrooms.</p>
Ms. Krassner	<ul style="list-style-type: none">• The Superintendent promotes what is in our students and teachers best interest not just at the District level, but at the state level too!• Community, business, college, JWB, and other partnerships have increased and are playing an active role through Dr. Grego's initiatives and leadership and are helping the District meet lofty goals.• Communications Team has assisted the staff and the community in understanding the District:<ul style="list-style-type: none">○ PCS Press Clips○ New web sites for schools○ Promotional videos (10), employee and student videos (20)○ School Brochures to describe key facts and program offerings• Beyond the Classroom gives students free access to online educational resources.• The Superintendents Teacher Task Force provides input for improvements.• The Superintendent's reports at School Board meetings are always on target.• The District has a five-year technology plan based on refresh recommendations.

Impact/Rapport Building

Ms. Lerner	Dr. Grego is actively committed to visiting schools, talking to parents and educators and participating in community events. His leadership has continued to strengthen our collaboration with community partners such as the Juvenile Welfare Board and Education Foundation.
Ms. O'Shea	Dr. Grego has been a positive and visible member of the community as well as within the school system. He is held in great regard by the business community, and is a consensus builder.
Ms. Flowers	I believe that you have made a genuine effort to rebuild the image of the leaders of PCS as well as the public image of the office of the Superintendent. You have attended official and unofficial events and activities. You have been consistent in your dialogue when meeting with parents, teachers and students, community representatives and clergy. You have continued with the parent cadres, you have meet with individual, community groups, corporations and non-profit unities. Each meeting has focused on the areas of improvement with in the district as well as areas in need of improvement.
Ms. Krassner	<ul style="list-style-type: none">• Dr. Grego is highly visible in the community:<ul style="list-style-type: none">○ Focus groups○ Parent Cadres○ PTA meetings○ Chamber of Commerce○ Rotary○ Community events• Dr. Grego meets regularly with the Tampa Bay Time Editorial Board.• Dr. Grego makes regular visits to schools.• Dr. Grego is easily accessible and has outstanding communication skills with all stakeholders.• Dr. Grego testifies on the behalf of students, teachers, administrators, and the community.

Integrity

Ms. O'Shea	Excellent example of professionalism and open communication.
Ms. Flowers	<p>A. Dr. Grego has presented himself as being ethical and professional in his conduct even during times of great duress.</p> <p>B. Dr. Grego has displayed openness and trust with the Board Member. While there are some in the community who may have disagreements with Dr. Grego implements certain plans, I do not believe him to be malicious in anyway.</p> <p>C. Dr. Grego has /is/ does consider the needs of students first.</p> <p>D. Consistency is maintained via relationships with Board Members and staff. Dr. Grego is working towards establishing consistent interaction with the community in general and not just during times of concern.</p>
Ms. Krassner	<ul style="list-style-type: none">• Dr. Grego presents new initiatives and progress on established efforts at regularly scheduled workshops and other meetings.• Dr. Grego is very responsive to phone calls, emails, and one-on-one meetings.• When Dr. Grego hears specific issues that can improve any area, he acts on them!!• Dr. Grego makes informed decisions.

Work Standards

Ms. Lerner	Dr. Grego treats staff with respect and has high and clear expectations for them.
Ms. O'Shea	Sets high expectations and models those attributes. Dr. Grego has focused on maximizing the skills of our employees through selection and placement of leaders throughout our schools and departments.
Ms. Flowers	<p>Dr. Grego does insist on effective performance from leadership, management and front line staff. The development and use of the strategic plan has been his guide when addressing concerns within the district. The flexibility of the plan has also allowed for the district to stay on track with its mission statement.</p> <p>The Scale Up For Success and the Harlem Project has been placed into action in order to assist with changing the trajectory of our struggling students.</p>
Ms. Krassner	<ul style="list-style-type: none">• Accountability is built into the Strategic Plan.• Dr. Grego meets weekly with District leadership during the Executive Leadership Team (ELT).• Regularly, Dr. Grego meets with owners of actions of the strategic plan to check on progress and offer support.• Dr. Grego is part of the team that interviews all new administrators.• Dr. Grego uses data to support decisions.

Summary

Ms. Lerner	We are very fortunate to have Dr. Grego who is providing positive quality leadership for our District.
Ms. Clark	Dr. Grego is performing at a high level and I am pleased with the progress of the district.
Ms. Cook	<p>Progress is being made in all of the goals being measured. While the leadership of Dr. Grego is moving those areas along, credit also goes to the people he leads. The final three areas measured in this evaluation speak to the reasons why the district staff, teachers, support personnel, parents and community members are willing to work together to enable students to work to their highest potential.</p> <p>Dr. Grego ranks very high in the areas of rapport, integrity and work standards. If I could rate him higher than "5" I would.</p>
Ms. Flowers	<p>In summary, I believe that over the last two and half years, Dr. Grego has implemented several positive tools which have sparked a movement in our district. Any new administration with require time to recognize (realize) the fruit of the labor. I believe Dr. Grego to be sincere in his efforts to lead the district and not follow after others.</p> <p>Dr. Grego has embraced several of my proposals regarding community interaction with parent and students, he has awarded staff to me for special projects and he has taken a leadership role with the Superintendents Association.</p> <p>Dr. Grego is respected by state and federal legislators and by individuals in the community who desire to be as part of a solution regarding public education.</p> <p>We have challenging times ahead and I look forward to buckling down and meeting those challenges head on.</p>
Ms. Krassner	The District could not be in better hands. Dr. Grego has made so many improvements in so many areas since he came to the District. He is giving us 100% and I have great confidence that the District is on track to be recognized again as one of the best!!
Dr. Peluso	Dr. Grego has demonstrated consistency in basing all activity and decisions on our district's mission and strategic plan. He has exhibited exemplary performance in all aspects of his position