

## COMMISSIONER GOALS

July 2010

During my first year as Commissioner, the State Board of Education expectations were to establish positive working relationships with the Governor, the Education Chair and Education Committee of the Unicameral, NDE staff and leadership, NDE policy partners, and the Board members themselves. To a greater or lesser degree, the building of these working relationships consumed much of my time and effort this past year. Moving into the second year, I hope to build upon these relationships. Based upon appraisal comments from State Board of Education members and based upon my self-appraisal, I would suggest the following goals for 2010-11:

1. Improve Board member communications with regard to meeting preparation and media contacts
2. Continue to strengthen involvement of the Board with policy partners and state/federal level initiatives
3. Actively support the development and implementation of rigorous, career and college ready standards
4. Actively support the development and implementation of NeSA reading, math and science assessments
5. Develop a plan to reorganize the staff and leadership of NDE to better meet needs of school districts and the state
6. Initiate with the Board a strategic planning process to build upon the Race to the Top initiative
7. Collaborate with the Board and staff to develop a new accountability system and move toward implementation
8. Continue the work of the P-16 initiative including the development of state plans to address learning gaps and statewide longitudinal data system needs
9. Work with NDE staff, Board, NSEA, NCSA, NASB and NCTE to develop teacher and principal effectiveness standards and to align teacher education programs with those standards
10. Review NDE functions as related to present and future economic conditions so as to maximize cost effectiveness

## MEMORANDUM

TO: State Board of Education  
FROM: Commissioner's Appraisal Committee  
RE: Appraisal of Commissioner  
DATE: April 2011

<b>BOARD MEETING (2011)</b>	<b>ACTIVITY</b>
April	Distribute forms and instructions
April	Collect individual Board member evaluations
March - April Every other year beginning in 2011	Collect feedback from NDE Staff and stakeholders to inform Board
May	Executive Session for Board to collate/discuss evaluations
May	Executive session with Commissioner
June	Decisions regarding contract/compensation

**PERFORMANCE APPRAISAL  
COMMISSIONER OF EDUCATION  
(2011)**

The appraisal process used to evaluate the performance of the Commissioner of Education is composed of three parts: a rating of selected duties and responsibilities, a review of progress on performance objectives selected by the State Board of Education and/or the Commissioner and an overall summary of performance. The Commissioner will also obtain feedback on at least a biennial basis beginning in March 2011 from NDE staff and state stakeholders and share the compiled results with the State Board.

## PART ONE

The State Board is asked to rate the Commissioner on the duties and responsibilities listed below using the following scale:

- 1 Exceeds expectations
- 2 Meets expectations
- 3 Does not meet expectations

		Select One		
A	Communicates openly with the Board and keeps me well informed	1	2	3
B	Develops effective board agendas in cooperation with the Board leadership	1	2	3
C	Maintains high standards of ethics, honesty, and integrity	1	2	3
D	Establishes and maintains effective relationships with stakeholders	1	2	3
E	Provides helpful advice and assistance to the Board in policy development and decision-making anticipating short and long range effects	1	2	3
F	Implements the decisions of the Board in a supportive manner	1	2	3
G	Is knowledgeable about educational matters	1	2	3
H	Provides effective leadership in the management of the Nebraska Department of Education	1	2	3
I	Articulates a clear and professional vision for the education of children and youth	1	2	3
J	Establishes and maintains effective relationships with the Legislative branch of state government	1	2	3
K	Establishes and maintains effective relationships with the Executive branch of state government	1	2	3
L	Provides assistance and support for the development and implementation of the State Board's goals	1	2	3

Comments: Please offer comments/explanations on any of the above items as appropriate.



### **PART THREE**

The final section of the evaluation is meant for State Board members to summarize the performance of the Commissioner based on all of the information reviewed and the perceptions of the State Board. With this in mind, State Board members are asked to respond to the following questions.

A. In what two or three areas have you been the most pleased with the commissioner's performance?

B. In what two or three areas would you like to see the Commissioner improve his performance?