

Hickman County Director of Schools Evaluation Results

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	2025 Hickman County Director of Schools Results	
Evaluation Numbers	**Board Observational Data**	**Rating Out of 5**
	A. Board Relationships	
1	Seeks and accepts constructive criticism of work from the Board.	**3.86**
2	Maintains/improves relations with the Board by consistent and appropriate interpersonal and professional interactions.	**4.29**
3	Keeps all Board members informed on issues, needs and operation of the school system, including employment, promotion, and dismissal of personnel.	**4.00**
4	Interprets and executes the intent of Board policy through the development of administrative procedures.	**4.00**
	Average	4.04
	B. District Staff and Personal Relationships	
1	Leverages administrators' strengths to engage all students in meaningful, relevant learning opportunities while ensuring employees are accountable for job responsibilities.	**3.67**
2	Knowledgeable about the curriculum and establishes clear expectations for administrators.	**4.00**
3	Develops good staff morale, is accessible to administrators, and interacts effectively with district employees.	**3.83**
4	Supports professional learning activities for teachers and administrators.	**4.17**
5	Recognizes and celebrates improved school and student performance related to Board vision and goals.	**4.50**
6	Uses administrator evaluation data to inform, assess, and adjust professional learning, goals, and plans.	**4.17**
7	Demonstrates use of system and staff evaluation data for personnel policies, decision-making, promotion of career growth, and professional development.	**3.83**
8	Ensures professional learning opportunities align with the Tennessee Standards for Professional Learning and models learning for staff.	**4.17**
9	Offers professional development that is focused on student learning consistent with the school district's vision, mission, and goals.	**4.50**
	Average	4.09
	C. Community Relationships	
1	Identifies multiple points of view for problem solving situations and involves stakeholders in decisions affecting the district.	**3.33**
2	Strategically utilizes community resources and established partnerships to support the Board's vision, mission, and goals.	**3.83**
	Average	3.58

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	D. Strategic Planning	
1	Initiates communication and facilitates cooperation and collaboration among staff regarding the district's five-year strategic plan, curriculum, and program initiatives.	**3.17**
2	Keeps the Board and community informed of progress towards long-range goals.	**3.67**
3	Ensures the vision shapes the educational programs, plans, and activities of the district.	**3.83**
4	Uses assessment data related to student learning to effectuate the Board's five-year strategic plan.	**4.17**
	Average	**3.71**
	E. District Management and Operations	
1	Ensures operational plans and procedures to achieve the vision, mission, and goals are in place.	**3.83**
2	Identifies, confronts, and resolves problems in a timely manner.	**4.17**
3	Recognizes, studies, and applies emerging trends as appropriate.	**3.83**
4	Uses effective communication skills.	**4.00**
	Average	**3.96**
	F. Facilities	
1	Fosters a safe, respectful, and orderly learning environment for all.	**4.17**
2	Demonstrates knowledge of school facilities and develops a process that builds public support for facility needs, including capital improvements.	**4.33**
3	Ensures the maintenance of school property and the safety of personnel and property.	**4.17**
	Average	**4.22**
	G. Finance	
1	Establishes, communicates, and enforces standard operating procedures and routines aligned with Board policy, state law, and federal requirements.	**4.33**
2	Provides accurate and timely reports to the Board on the financial condition of the school system.	**4.50**
3	Demonstrates budget management including financial forecasting, planning, cashflow management, account auditing, and monitoring and oversees the district's fiduciary responsibilities.	**4.50**
4	Meets and works collaboratively with the Board and appropriate staff to determine budget priorities and the effective allocation of resources.	**4.50**
	Average	**4.46**

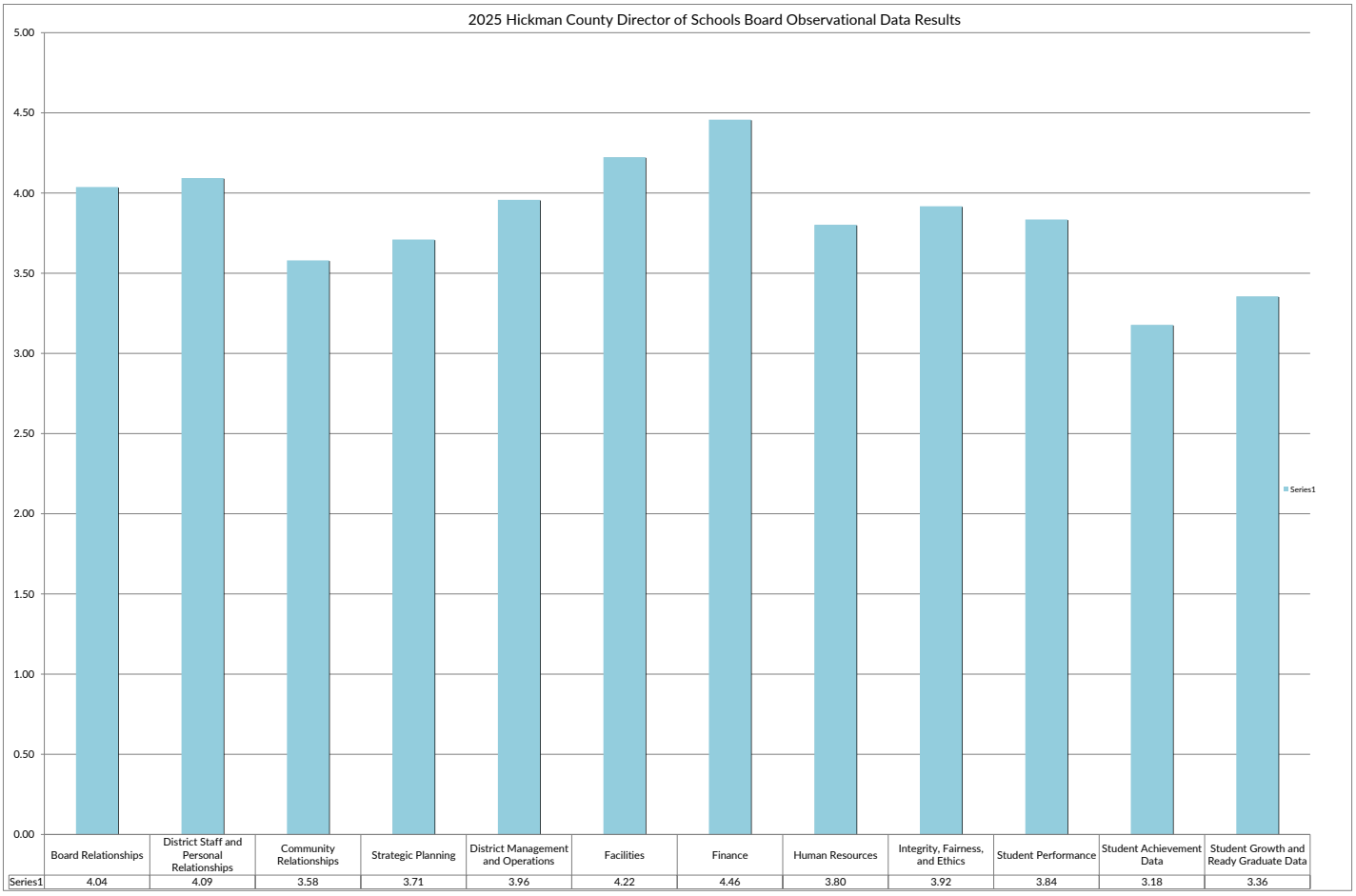
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	H. Human Resources	
1	Collaborates with administrators to induct, support, retain, and grow effective educators based on evidence of student outcomes.	**3.67**
2	Develops good staff morale and loyalty to the school system.	**3.50**
3	Provides shared leadership and decision-making opportunities for staff that promotes a climate of collaboration and collegiality.	**3.50**
4	Identifies and applies appropriate policies, criteria and processes for the recruitment, selection, induction, compensation, and separation of personnel.	**4.17**
5	Evaluates the organizational structure of the district and reorganizes as necessary to achieve maximum effectiveness.	**4.17**
	Average	3.80
	I. Integrity, Fairness, and Ethics	
1	Includes a varied set of administrators, educators, and stakeholders in district and school improvement decisions.	**3.67**
2	Models and communicates expectations for individual and shared ownership of student, educator, school, and district success.	**4.00**
3	Expects and emphasizes that all staff demonstrate integrity and exercise ethical behavior throughout the district.	**3.67**
4	Treats people fairly, equally, and with dignity and respect.	**4.33**
	Average	3.92
	J. Student Performance	
1	Collaborates with administrators to analyze and use multiple forms of data throughout the year to establish specific goals and strategies targeting student achievement and growth.	**4.17**
2	Develops, monitors, and assesses district and school improvement plans, including the regular review and analysis of district test scores by school and sub-groups.	**4.17**
3	Leads administrators to develop and execute interventions that address all student learning needs based on multiple sources of data.	**3.50**
4	Applies and communicates qualitative and quantitative findings to identify strengths and weaknesses in programs and practices in order to ensure continuous improvement.	**3.83**
5	Meets with principals regularly to provide feedback on goal achievement and to assess ongoing school improvement efforts.	**3.67**
6	Encourages various staffing patterns, student grouping plans, class scheduling plans, school organizational structures, and facilities design processes to support various teaching strategies and desired student outcomes.	**3.67**
	Average	3.84

	2025 Hickman County Director of Schools Results	
	K. Student Achievement Data	
1	Grades 3-5 Overall Achievement Rate.	**3.40**
2	Grades 6-8 Overall Achievement Rate.	**3.20**
3	Grades 9-12 Overall Achievement Rate.	**3.20**
4	Grades 3-5 Student Sub-Group Overall Achievement Rate.	**3.20**
5	Grades 6-8 Student Sub-Group Overall Achievement Rate.	**3.00**
6	Grades 9-12 Student Sub-Group Overall Achievement Rate.	**3.00**
7	Grades 3-5 ELA Achievement Rate.	**3.00**
8	Grades 6-8 ELA Achievement Rate.	**2.80**
9	Grades 9-12 ELA Achievement Rate.	**3.00**
10	Grades 3-5 Math Achievement Rate.	**3.20**
11	Grades 6-8 Math Achievement Rate.	**3.00**
12	Grades 9-12 Math Achievement Rate.	**3.20**
13	Grades 3-5 Science Achievement Rate.	**3.40**
14	Grades 6-8 Science Achievement Rate.	**3.40**
15	Grades 9-12 Science Achievement Rate.	**3.40**
16	Grades 3-5 Social Studies Achievement Rate.	**3.40**
17	Grades 6-8 Social Studies Achievement Rate.	**3.20**
18	Grades 9-12 Social Studies Achievement Rate.	**3.20**
	Average	**3.18**

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	L. Student Growth and Ready Graduate Data	
19	Overall District Growth grades 3-5.	**3.00**
20	Overall District Growth grades 6-8.	**3.40**
21	Overall District Growth grades 9-12.	**3.60**
22	Growth Composite by student super sub-group grades 3-5.	**2.80**
23	Growth Composite by student super sub-group grades 6-8.	**3.40**
24	Growth Composite by student super sub-group grades 9-12.	**3.20**
25	Ready Graduate rate.	**3.60**
26	District Graduation rate.	**3.80**
27	Average Composite ACT scores.	**3.40**
	Average	**3.36**
	Board Observational Data Average:	**3.85**

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Board Observational Data	Average
Board Relationships	4.04
District Staff and Personal Relationships	4.09
Community Relationships	3.58
Strategic Planning	3.71
District Management and Operations	3.96
Facilities	4.22
Finance	4.46
Human Resources	3.80
Integrity, Fairness, and Ethics	3.92
Student Performance	3.84
Student Achievement Data	3.18
Student Growth and Ready Graduate Data	3.36
AVERAGE:	3.85



Additional Comments

- The Director of Schools is doing an amazing job. He is creating opportunities for students with CTE and improving our schools letter grades by using data.