

**AGENDA**  
**REGULAR MEETING OF THE CAPE CORAL**  
**CHARTER SCHOOL GOVERNING BOARD**  
**Tuesday, August 9, 2016**  
**Council Chambers**  
**9:00 A.M.**

**CALL TO ORDER**

1. **INVOCATION:** Chair Cosden
2. **PLEDGE OF ALLEGIANCE:** Chair Cosden
3. **ROLL CALL:** Boyer, Cosden, Donaldson, Fisher, Jackson, Lucas-Ross, McMillan, Winstead, Zivkovic
4. **APPROVAL OF MINUTES:** June 14, 2016 Regular Meeting Minutes
5. **APPROVAL OF AGENDA REGULAR MEETING:**
6. **SUPERINTENDENT REPORT:**
7. **CHAIRMAN REPORT:**
8. **FOUNDATION REPORT:**
9. **PUBLIC COMMENT:** Limited to 3 Minutes Per Individual, 45 Minute Limit
10. **STAFF COMMENT:** Christa McAuliffe Charter Elementary School, Oasis Charter Elementary School, Oasis Charter Middle School, Oasis Charter High School
11. **UNFINISHED BUSINESS:**
  - A. Strategic Plan-Nelson Stephenson
  - B. NEOLA-Nelson Stephenson
12. **NEW BUSINESS:**
  - A. JROTC Presentation-Shannon Treece
  - B. Global Perspectives Trip Proposal-Shannon Treece
  - C. Discussion of 2016-2017 Fundraising - Rob Zivkovic
  - D. Discussion of 2016-2017 Superintendent Evaluation Format- Rob Zivkovic
  - E. Discussion of Teacher Retention-Nelson Stephenson
  - F. Approval of Requisitions for 2016-2017-Nelson Stephenson
    1. 38917 Lee Electric
    2. 38980 School District of Lee County
    3. 38981 U.S. Foods
  - G. Approval of New Job Position, Bookkeeper-Nelson Stephenson
  - H. Approval to Increase the Superintendent's Purchasing Authority-Bill Buztrey
  - I. Approval of the 2016-2017 Wellness Policy-Danielle Jensen
  - J. Approval of FY 2016-2017 Adopted Operating Budget-Mary Anne Moniz

13. FINAL BOARD COMMENT AND DISCUSSION:

14. TIME AND DATE OF NEXT MEETING:

Regular Board Meeting September 13, 2016 at 9:00 AM in Council Chambers.

15. ADJOURNMENT:

Members of the audience who address the Board/Commission/Committee shall step up to the speaker's lectern and give his/her full name, address and whom he/she represents. Proper decorum shall be maintained at all time. Any audience member who is boisterous or disruptive in any manner to the conduct of this meeting shall be asked to leave or be escorted from the meeting room. In accordance with the Americans with Disabilities Act and § 286.26, Florida Statutes, persons needing a special accommodation to participate in this proceeding should contact the Human Resources Department whose Office is located at Cape Coral City Hall, telephone 1-239-574-0530 for assistance; if hearing impaired, telephone the Florida Relay Service Numbers, 1-800-955-8771 (TDD) or 1-800-955-8700 (v) for assistance. In accordance with Florida Statute 286.0105: any person who desires to appeal any decision at this meeting will need a record of the proceedings and for this purpose may need to ensure that a verbatim record of the proceedings is made which includes the testimony and evidence upon which the appeal is based.

**MINUTES OF THE**  
**CAPE CORAL**  
**CHARTER SCHOOL AUTHORITY GOVERNING BOARD**  
**REGULAR MEETING**

**Tuesday, June 14, 2016**  
**City of Cape Coral Council Chambers**  
**9:00 a.m.**

**CALL TO ORDER:** The Cape Coral Charter School Authority Governing Board of Lee County, Florida, met on June 14, 2016, at Council Chambers, a Regular Governing Board Meeting. Chair Cosden called the meeting to order at 9:07 a.m.

**INVOCATION:** Chair Cosden

**PLEDGE OF ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA:**  
All in attendance

**ROLL CALL:** Boyer, Cosden, Donaldson, Fisher, Jackson, Koepke, Lucas-Ross, McMillan, Winstead, Zivkovic

**ALSO PRESENT:** Bill Buztrey, Assistant City Attorney  
Nelson Stephenson, Superintendent, Cape Coral Charter School Authority  
Shannon Treece, Principal, Oasis Charter High School  
Steve Hook, Principal, Oasis Charter Elementary School  
Jacque Collins, Principal, Christa McAuliffe Charter Elementary School  
Elisa Collins, Assistant Principal, Oasis Charter Middle School  
Chris Fennell, Assistant Principal, Oasis Charter Elementary School  
Amanda Sanford, Curriculum Coordinator, Oasis Charter High School  
Danielle Jensen, Director of Procurement and Food Services, Cape Coral Charter School Authority  
Mary Anne Moniz, Business Manager, Cape Coral Charter School Authority  
Vicki McAtee, City of Cape Coral, Human Resource Liaison to Charter Schools  
Erich Boerner, Dean of Students, Oasis Charter High School  
Rachel Boerner, Community Member  
Don Teasley, American Legion  
Kristy Krempski, Parent, Oasis Charter High School  
Gregory Krempski, Parent, Oasis Charter High School  
Greg Krempski, Post Graduate, Oasis Charter High School  
Anja Lorenz, Parent, Oasis Charter High School  
Susanne Perstad, Parent, Oasis Charter High School  
Vincent Perstad, Post Graduate, Oasis Charter High School  
Adam Logan, Community Member

Clint Atkinson, School Resource officer, City of Cape Coral Police Department  
Mary Hess, Student, Oasis Charter High School  
Tyler Baston, Post Graduate, Oasis Charter High School  
Wendy Hess, Parent, Oasis Charter High School  
Joshua Mamott, Post Graduate, Oasis Charter High School

**APPROVAL OF MINUTES:**

Motion to approve the minutes for the Regular Governing Board Meeting of May 10, 2016 with corrections was made by member Boyer and seconded by member Donaldson.

**Board vote: Boyer, Cosden, Donaldson, Fisher, Jackson, Winstead, Zivkovic**

**All “Aye’s,” motion carries.**

**APPROVAL OF THE AGENDA REGULAR MEETING:**

Motion was made by vice chair Zivkovic and seconded by member Donaldson to approve the agenda with the following change:

- Move item #9 (Public Comment) before item #6 (Superintendent Report).

**Board vote: Boyer, Cosden, Donaldson, Fisher, Jackson, Winstead, Zivkovic**

**All “Aye’s,” motion carries.**

**PUBLIC COMMENT:**

Lieutenant Retired Erich Boerner states that from 2005-2015 he served as the Jr. ROTC Senior Army Instructor and established the Oasis program six years ago. Last year he assumed the position of Dean of Students. On May 26, 2016 he was informed by Mr. Stephenson that while he was doing an excellent job some allegations have been made by students. Mr. Boerner was directed to leave campus for his protection and not return until an investigation was completed. Mr. Boerner remained off campus for the rest of the school year with no official information about the allegations or his rights. On June 10, 2016 he was interviewed by DCF. Mr. Boerner states that his personal and professional reputations have been the subject of negative social media posts and televised reports questioning his integrity. Dangerous precedents have been set this year. He states that he applied conduct related consequences in a combination of mentorship and compassion while maintaining discipline. He knew his actions had to be based on the procedures outlined by the code of conduct. Throughout his military and teaching careers totaling 33 years he has effectively mentored, disciplined and inspired thousands of young adults.

Don Teasley is the District Chairman for the JROTC program, assigned by the American Legion. He has had several occasions to observe the professionalism of Colonel Boerner. The American Legion post represented by Mr. Teasley gave more trophies, medals, certificates and awards to the cadets at Oasis

High School last year than the other 4 high schools combined. That is strictly due to the leadership, respect, honor, high moral character and bar that was set by Colonel Erich Boerner. The choice for Colonel Boerner to move to the Dean of Students was heart breaking. Mr. Teasley states that he couldn't think of a better individual that anyone or any school system or company could have hired than Colonel Boerner. Mr. Teasley states that if we had JROTC instructors teaching our kids that are half the character and leader of Colonel Boerner the program in Lee County would receive national recognition on a constant basis due to his moral, integrity, standards, and leadership. The freedoms we stand for and the men and women in uniform that currently serve overseas in harm's way stand for the rights for us to exercise our freedom and expect to have justice served.

Susanne Perstad states that she got to know Colonel Boerner when her son was in the JROTC program at Oasis High School. Regardless of how much parents try to talk, spend time and care for our children, some kids just won't listen. Parents have a hard time breaking through the teenage wall. Colonel Boerner was a mentor to her son. When her son dropped from an A student to a C and D student, Colonel Boerner took him under his wing and talked to him several times. He did not give up. Colonel Boerner got into her son's world where parents weren't allowed. He inspired her son to be the best he could be. Colonel Boerner always gives his best to the people around him regardless of day and time and doesn't expect anything in return.

Vincent Perstad states that he was part of the first four year JROTC graduates. He states that Colonel Boerner taught him L.E.A.D.E.R.S.H.I.P. (Loyalty, Duty, Respect, Selfless Service, Honor, Integrity and Personal Courage). These simple little things got him through high school, are getting him through college; they allow him to say no to temptations, they allowed him to say no to getting in a car with an intoxicated driver and allowed him to make the decision to join the US Coast Guard. Lieutenant Colonel Boerner is one he would trust at his side in any fight and never turn his back on. Vincent read a statement from former JROTC cadet Logan Woods.

Kristy Krempski states that they are not questioning Mr. Boerner's military record. Some of their issues have been addressed but most have not. There are still questions about what happened, the punishment and the non-following of the code of conduct. Her son has always strived to promote the positive about the school. They have always been able to get resolutions to problems until this year. There is lack of communication from Mrs. Treece. Ms. Krempski states that she has over 140 signatures on a petition, this is a large problem. The issues have been addressed with Ms. Treece and Mr. Stephenson. She states Mr. Boerner does not belong in the school as Dean of Students. Mr. Boerner's credentials as Dean of Students needs to be questioned.

Gregory Krempski states that Mr. Stephenson did address a very important part of their son graduating. The issue is the code of conduct. Lee County Code of Conduct is a general guideline for disciplining students. It states that all parties should be involved (parents, teachers, student, principal, dean of students). Mr. Krempski states that his son did something wrong. The question is how it was dealt with and going forward, in the future, how will it be dealt with? Mr. Krempski would like the board to look into how many kids were suspended this year versus the previous year. He was there to donate some items for the graduation breakfast and happened to hear a female student ask about Mr. Boerner. Another student said, "He's on administrative leave, I believe there's an investigation." Student was quoted saying, "Thank God, what took so long?" Mr. Krempski thinks the code of conduct needs to be a

lot clearer. The dress code in the code of conduct is not clear. Mr. Stephenson is handling it but going forward they want to make sure it is handled correctly. This isn't a military school.

Anja Lorenz states that she has had 3 kids in the Oasis school system. Her oldest son is graduating this year and her middle son is switching schools. The biggest reasons he is switching schools are Mr. Boerner and the weird rules this last year. Ms. Lorenz states that she has tried to get information for her graduating student about college. She was not able to get an appointment with the counselors; she emailed and called the school. In one conversation she received more information from a counselor at Cape High than she did at Oasis. She states that the flow of information at Oasis between parents and staff is not good. She met with Mr. Stephenson in reference to the incident discussed at the last board meeting. Mr. Stephenson stated that he would take care of it. Her concern is the remark in her son's file. She tried to obtain the information in her son's file but couldn't. She states that Mr. Stephenson notified her via email that everything would stay the same.

Greg Krempski states that he graduated this past year and has been part of the Oasis family for 12 years. He states that he was able to walk at his graduation a couple of weeks ago because of Mr. Stephenson. His concern is for the upcoming students that will enter Oasis High. He cares about the school and it has been like a family until this year. The teacher turnover rate has been astounding. He does not believe Ms. Treece and Mr. Boerner are suited for their positions.

Mary Hess states that she is going into her senior year at Oasis. She hears students in class complain about the rules imposed. She states that it is the kids who are breaking the rules and not respecting the rules that are complaining. If the kids would follow the dress code it wouldn't be an issue. Kids are being held to a higher standard to prepare them for the real world. A lot of students are misinformed about the rules.

Officer Clint Atkinson with the Cape Coral Police Department states that he will be the school resource officer for Oasis High next year. Officer Atkinson states that he can attest that the United States Army doesn't inadvertently and accidentally place someone in a position to control very delicate information. As a company executive officer/company commander he relied on information provided to him by people like Erich Boerner. The real world will absolutely happen to these children and they will be held to a higher standard.

Wendy Hess states that she is here in support of Colonel Boerner. As a parent she wants her children held accountable and have appropriate consequences. Colonel Boerner is preparing our students for real life and the real world. She feels like it is an injustice that his character is in question. She wants to hear another news story exonerating him. She disagrees that Oasis is becoming a military school.

Tyler Baston states that he graduated from Oasis High School a couple of years ago. Colonel Boerner helped him, pushed him and inspired him to become what he is today. Tyler states, "People you hear saying things that he is doing wrong are typically people who have multiple problems and problems following the rules." Colonel Boerner is disciplining them and trying to make them into better people.

Vice Chair Zivkovic reads a letter from staff member Stacy Delacuesta who could not be present. Ms. Delacuesta extends her personal support to Colonel Erich Boerner. Mr. Boerner has been a vital part in the development, support, encouragement, and guidance for her son. Mr. Boerner has spent countless

hours of encouragement and providing advice as her son made decisions about his future. Upon graduating college he will become a 2<sup>nd</sup> Lieutenant in the United States Marine Corps. What Mr. Boerner brings to OHS is what most high schools are missing.

*Discussion held.*

### **SUPERINTENDENT REPORT:**

Mr. Stephenson states that he appreciates the feedback from the parents who took the time to come and speak.

Mr. Stephenson thanks Vivian Theriault and her media students for making it possible to broadcast the graduation ceremony via Periscope.

Mr. Stephenson states that the graduation ceremony went very well; Ms. Treece and Ms. Sanford did a great job.

Mr. Stephenson states that we are getting another SRO (School Resource Officer). We will have 2 SRO's now.

Mr. Stephenson states that he will attend the National Charter Schools Conference at the end of the month.

Mr. Stephenson thanks Jami DiMaria, Tod Baldwin and Danielle Jensen who have been working on our field. We have received over \$6000.00 in donations towards our field. Work will begin shortly.

### **CHAIRMAN REPORT:**

Chair Cosden states that she attended her first Foundation Board meeting a couple of weeks ago. She is excited to be a part of that.

### **FOUNDATION REPORT:**

Mr. Stephenson states that as a goal the foundation is going back to classroom grants. This will allow the foundation to assist in getting dollars directly to the classrooms.

### **STAFF AND BOARD COMMENT:**

#### **Director of Procurement and Food Services**

Danielle Jensen states the food service numbers for this year will be finalized next month. We will be \$70,000.00 favorable to budget.

Danielle Jensen states the regular lunch service should come in slightly favorable to budget and she believes the expenses will come in at budget. Christa will be a little over spent. The revenue was up so CME had to purchase more food but the high school's revenue was down, so as a department we will come in just where we should be.

Danielle Jensen states the National School Lunch Program application has been completed.

Danielle Jensen states that she has been informed we will be audited next year. Documents have been completed and submitted. They will inform us of the dates.

Danielle Jensen states that the National Wellness Committee meeting was held in May and she will present those results to the board at the August meeting.

Danielle Jensen states they are working on new menu options for next school year.

Danielle Jensen commends her team for all of the hard work they did at years end. They stepped up and met the challenges.

Danielle Jensen states the IT infrastructure project vendor was selected. The contract was submitted to our legal department. *Vology* was the vendor selected. Their total was \$416,000.00. The goal is to have the purchase order issued this week and the project completed over the summer. The fiber optic portion of the IT upgrade will begin June 14 or 15, 2016.

Danielle Jensen states the PO's have been issued for the \$100,000.00 list:

- The OES carpet should be installed in the next week or so.
- The CME mini-split system will be installed this month.
- We have ordered the walk-in freezer for OMS and OES and it will be installed by late August, early September.
- We are still working with the city for the concrete and electrical work for the freezer. We have two bids and are waiting on a third.
- We have one more A/C PO to get in this week.

### **Christa McAuliffe Charter Elementary School**

Jacque Collins states we have received the test scores and Christa McAuliffe did very well. CME had the highest science scores in the City of Cape Coral. The data will be broken down to figure out where we are weak and where we are strong so we can adjust our curriculum for next year.

### **Oasis Charter Elementary School (OES)**

Steve Hook states that 5<sup>th</sup> grade promotion was very moving and touching.

Steve Hook states OES test scores came back equally as awesome as CME's.



### **Oasis Charter Middle School (OMS)**

Elisa Collins states that Oasis Elementary and Christa McAuliffe Elementary students have come over for a tour.

Elisa Collins states the 6<sup>th</sup> grade end of year trip was to Sunsplash.

Elisa Collins states the 7<sup>th</sup> and 8<sup>th</sup> graders went to Busch Gardens and Sea World for their end of year trips.

Elisa Collins states that Ms. Hannon had her end of the year mock interviews for the 8<sup>th</sup> grade career class. They had parent, alumni, and community volunteers and they were impressed with the program.

Elisa Collins states they had their Spring NJHS Induction Ceremony. Coach Carson was voted as the *Most Influential Teacher* and gave a very nice speech. There were 17 new members inducted.

Elisa Collins states the H2O for life program was a success. There is a link on the OMS website.

*Discussion held.*

### **Oasis Charter High School (OHS)**

Shannon Treece states this year has been full of many emotions. We have a team that is committed to excellence. While there have been many difficult situations there have been many more successes.

Shannon Treece states that many have questioned the amount of turnover. She is fully confident in the decisions she has made in staff. Turnover is inevitable in a school. At this juncture all positions have been successfully filled with qualified candidates.

Shannon Treece states that AICE is on the board. Teachers have been hired and new teachers are being trained for AICE in Orlando today.

Shannon Treece states that family is important. Those who are giving everything they have to the system need to know they are supported.

Shannon Treece states that she is thankful for tough times. It is in those times that character is built.

Shannon Treece states the best is yet to come for Oasis. Oasis High school has yet to reach its full potential.

Shannon Treece states that next year's primary focus will be on building culture and sustaining excellence through a variety of instructional practices.

*Discussion held.*

**UNFINISHED BUSINESS**

**A. Strategic Plan-Nelson Stephenson**

Nelson Stephenson states they are starting with the fiber optic part of the technology infrastructure. The RFP process is complete and a vendor was selected.

Nelson Stephenson states that he will be discussing the salary schedule in agenda item 12E.

**B. NEOLA-Nelson Stephenson**

Nelson Stephenson states that he will be meeting with NEOLA rep. Tom Young tomorrow, June 15, 2016 to go over the procedural part. Principals have been invited. We will be looking at the HR component and the things we need most.

**NEW BUSINESS**

**A. Superintendent Evaluation-Chair Cosden**

Motion was made by member Boyer and seconded by member Donaldson to approve the superintendent's evaluation and a 2.5% salary increase as per the superintendent's contract.

*Discussion held.*

**Board vote: Boyer, Cosden, Donaldson, Fisher, Jackson, Winstead, Zivkovic**

**All "Aye's," motion carries.**

*Kristy McMillan Left Meeting at 10:51 AM.*

*Board Adjourned for Recess at 10:51 AM.*

*Lucas-Ross Left Meeting at 10:52 AM.*

*Board Reconvened at 11:04 AM.*

- Motion was made by vice chair Zivkovic and seconded by member Boyer to add to the August agenda a review of the superintendent's evaluation format for next year.

**All in favor, motion carries**

**B. Approval of New job Description, Bookkeeper-Nelson Stephenson**

Motion was made by member Jackson and seconded by member Fisher to approve the new job description for Bookkeeper.

**Board vote: Boyer, Cosden, Donaldson, Fisher, Jackson, Winstead, Zivkovic**

**All “Aye’s,” motion carries.**

**C. Approval of Fiscal Year 2015-2016 Budget Amendment #2-Mary Anne Moniz**

Motion was made by vice chair Zivkovic and seconded by member Donaldson to approve the Fiscal Year 2015-2016 Budget Amendment #2.

**Board vote: Boyer, Cosden, Donaldson, Fisher, Jackson, Winstead, Zivkovic**

**All “Aye’s,” motion carries.**

**D. Approval of the Proposed Fiscal Year 2016-2017 Operating Budget-Mary Anne Moniz**

Motion was made by vice chair Zivkovic and seconded by member Donaldson to approve the proposed fiscal year 2016-2017 operating budget.

**Board vote: Boyer, Cosden, Donaldson, Fisher, Jackson, Winstead, Zivkovic**

**All “Aye’s,” motion carries.**

**E. Approval of New Salary Schedule-Nelson Stephenson**

Motion was made by member Jackson and seconded by member Fisher to approve the new salary schedule.

**Board vote: Boyer, Cosden, Donaldson, Fisher, Jackson, Winstead, Zivkovic**

**All “Aye’s,” motion carries.**

**BOARD COMMENT:**

Vice-Chair Zivkovic asks if the board will see the job duties for the admin addition.

Mr. Stephenson states that the admin addition will be acting as a paraprofessional which is her current position.

Member Boyer thanks everybody for sticking together and doing an awesome job. She is proud to be a part of it.

Member Donaldson states the staff at all of the schools did a great job and it reflects in our scores and our students.

Member Donaldson states the graduation was wonderful.

Member Donaldson thanks Ms. Treece for the internship program and she hopes the program is expanded to all levels.

Member Koepke states that the test scores are a testament to the principals and the vice principals.

Member Koepke states that he supports Chair Cosden and Vice-Chair Zivkovic. He has full confidence in their leadership for next school year.

Member Koepke appreciates Mr. Stephenson's efforts.

Member Jackson states that Mr. Stephenson is the featured resident in their magazine.

Member Jackson asks a salary question, "If she were a Lee County teacher and left to teach for our system should she plan to take a pay cut?"

Mr. Stephenson explains that it is an individual process depending on the experience, we will be competitive.

Member Fisher thanks everyone for helping him on the board.

Member Fisher congratulates the class of 2016.

Member Fisher thanks the administrators, staff and teachers and hope's they can take a little break over the summer.

Member Fisher congratulates Mr. Stephenson for being a style leader in Cape Coral.

Member Winstead states that what's being accomplished here is amazing. Focus on the 90/10. There is always that 10% that you want to work on and make a little better.

Member Winstead states that he looks forward to next year.

### **Time and Date of Next Meeting**

Regular Governing Board Meeting: Tuesday August 9, 2016, 9:00 a.m. in Council Chambers.

### **Adjournment**

There being no further business, the meeting adjourned at 12:18 p.m.

Respectfully submitted,  
Shannon Arthur  
Executive Assistant to the Superintendent  
Cape Coral Charter School Authority

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Governing Board Report: August 9, 2016

# OASIS HIGH SCHOOL

## PARTNERING FOR EXCELLENCE

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***"Start by doing what's necessary; then do what's possible; and suddenly you are doing the impossible." --Francis of Assisi***

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## Introduction

The summer has quickly come to a close and the administration and leadership team of Oasis High School are extremely excited to begin the 2016-2017 school year. The continued focus on excellence will be enhanced through an effort to create a student centered culture that responds to academic, social, and emotional needs of all students.

## Summer Update/Summary

The summer has been incredible and I am excited to have our team back in the building doing what we do best! Here are a few events that have helped shape our work over the last six weeks. I might add, a very fast six weeks. Here are some highlights of what has been happening.

The summer began with the first meeting of our newly selected Teacher Leaders (replacing Department Heads). These are teachers who completed an application to take on the responsibilities of leading the departments and providing support to the teachers in their academic area. Currently, there is a representative for each core content area (our elective teachers will join core areas that meet their individual desires as needed): **Math**, Amanda Sanford (with a background in math, she is an asset as we strategically work to increase student performance in math); **English**, Shannon George; **Social Studies**, Lisa Cannon; **Science**, Alison Kinch; **Foreign Language/Electives**, Nancy Jarchow and **ESE**, Karen Wolters.

These individuals were selected based on experience, knowledge, and most importantly a demonstration of willingness to be a positive leader and support for our staff and students of Oasis High School. They are all impressive in their willingness to learn and have maintained a clear commitment to the students of Oasis. Their first official act of business was to hear our vision for the work planned for the upcoming school year and provide input into the development of the professional development opportunities. They will also be developing written policies and procedures for the Oasis High School SAC Committee. This will allow clarity and transparency for our school as we focus on our future next steps. Their priority role is teacher support through their leadership as we build capacity in all of our staff.



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Hiring and scheduling were a #1 priority. These tasks consumed much time, but have proven fruitful and I am encouraged regarding the impact of both for our upcoming school year. Our team has hired eight individuals, equaling over 95 years combined experience. This is exciting and encouraging for our Shark students. Their desire to achieve at high levels has been clear from the beginning, along with that of our returning staff. I believe our new additions; in combination with our current committed staff, will allow us to continue our pursuit for excellence. I am personally thrilled with our staff as we enter the new school year.

The summer began with three members of our Teacher Leadership Team taking the "Shark Van" to the Model Schools Conference in Orlando. The Model Schools Conference is a National Conference with schools from all over the country presenting on a variety of educational topics. This opportunity allowed our team to learn about in-depth practices that deeply drill into "Rigor and Relevance" while servicing our Next Generation Learners. Mrs. Cannon, Ms. Kinch, Mrs. Wolters, Mrs. Sanford, and myself will be sharing a variety of what we learned throughout the year in our professional development experiences.

The teachers lounge is taking on a new look thanks to our Oasis Sunshine Team! They have added color, furniture, and some nice collaborative space for staff to take a breather and inspire each other along our journey.

The hiring of an Innovation Lab Teacher created a need for space that would allow students and teachers a place for designing and building. The purchase of approximately 150 new Google Chromebooks for the upcoming year removed our need for the labs in rooms 115 and 116. The brainstorming occurred and the Media Center was moved into 115 and 116. Mrs. Wood and Mr. Pescatrice were critical in the move this summer. Room 115 is now a beautiful conference room and holds our classroom resources for teachers and 116 is now the student checkout space. This is our "yes and, yes if" answer as we demonstrate meeting a variety of demands for our students.

Later in the summer, three teachers representing Oasis attended the PBL (Project Based Learning) Institute in Kentucky to be the first members of the Oasis team trained in PBL.

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These three teachers had an extraordinary trip and I am going to ask them to share their experiences with you at an upcoming Governing Board Meeting. I am truly excited for our students and that we have three individuals who have designed and planned extensive lesson plans to integrate elements of projects into the classroom. This will give all our team the privilege of seeing PBL in action and ask questions of our own teacher leaders as they begin to integrate real world application of their learning in required content.

In an effort to obtain funding beyond our school system budget our teachers have been submitting a variety of projects to DonorsChoose.org with a high level of success. There have been four projects funded ranging from classroom seating to football equipment. In the Appendix you will find a letter being utilized by our new STEM/Innovation Lab teacher; Lance Schreiber, to secure donations from our community resources.

This is just scratching the surface of the work that has occurred this summer. It has been busy, exhausting, fun, and I can say without a shadow of doubt we are ready to begin 2016-2017. The team developed through our hiring process this year is one of experience and commitment to student learning. Last year my mantra was the best is yet to come...we are getting closer every step of this journey. This year we continue to focus on student engagement and providing the students who have chosen us as their high school the best experience we can offer over their time with our team.

In conclusion, I want to express my appreciation for your support throughout the school year. There have been many challenges this year and throughout the summer. I have been encouraged by your commitment to supporting positive change for our students and standing in support of this important work. I know the upcoming year will be fruitful in meeting the needs of our students as we move forward. Thank you.

## **Academic**

I am only going to touch briefly on our school score as I believe the work is already in motion to address our academic needs. This was an excerpt from an e-mail sent to staff regarding our school grade, "Keep in mind that the **grade calculations are**



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***informative to drive necessary changes for improvement, it does NOT define who we are at Oasis HS.*** This next year will require a focus on curriculum, instructional delivery, monitoring student growth, and intervening quickly when gaps are identified in student learning. Implementing effective systems of support for each of these components will help us in our work for next year. The data will help us determine our focus and drive our work for the students we serve here at Oasis HS. ***It will take ALL hands and hearts on deck as we come back strong SHARKS! We have the best staff and students in the county and I have no doubt that we will overcome this small slip with the quality staff we have for the 2016-2017 school year.*** I am proud to be a SHARK and I am proud to serve with YOU! Our team is strong and we are ready. Glad you are with us! We've got this!"

***"Start by doing what's necessary; then do what's possible; and suddenly you are doing the impossible." --Francis of Assisi***

Here are a few points to consider (more details in how the grade is calculated and our specific focus will come during our pre-school week of professional development):

- **4th in the County**

- FSW A (749)
  - FMHS A (652)
  - NFMHS B (572) (Dropped from an A in 2015)
  - OHS B (571) (Dropped from an A in 2015)
- Math gains for the lowest 25% was 24%
- ELA gain for the lowest 25% was 42%"

I believe that with a few areas of focus on the identification of gaps in learning and a rapid response to remediate all learners our math department will make significant gains. It is equally as critical for our team to identify mastery of learning in a timely manner and to provide deeper learning opportunities for students who have mastered basic content at a faster pace. Both scenarios require our team to closely monitor and assess the performance of all students on a daily basis, differentiate instruction, and provide support as needed. I believe the entire team of math teachers is fully capable and will move our math department forward.

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## School Improvement Plan Updates

The Oasis High School Improvement Plan will be designed through each academic department and led by our Teacher Leaders. The focus of all goals developed will include student achievement and teacher professional growth and development. The plan will be shared with the Governing Board along with department updates throughout the school year.

### Athletic Department

The athletic director has worked diligently this summer to address a variety of areas from efficiency to updating documents based on feedback from the coaches last year. The emphasis for the summer has been to ensure we are responding to our student-athletes, coaches, and preparing for the upcoming year. I have been very pleased at what has been accomplished and am sharing some of the highlights below.

- We hosted the inaugural Running with the Sharks 5K on June 11.
- Extracted expired FHSA student paperwork from files and stored them in a secure location on campus.
- Hosted two weeks' worth of volleyball camp by Coach Mani Llana.
- Over 60 students participated.
- Hosted two weeks' of basketball camp by Coach Sara Crane (hired at the end of last year) and Bobby Ebbert.
- Over 70 students participated.
- Housed Parks & Rec youth basketball contests within the Shark Tank.
- Housed Parks & Rec day camp during MS gym resurfacing.
- Met with various Lee County schools, public and private, regarding the needs of a booster club.
  - Held multiple meetings with interested parents about the development of a new booster club.
    - June 9, 16, 23, 30, July 21
  - On July 21<sup>st</sup>, we successfully voted on interim president, vice president, secretary, and treasurer, as well as approved bylaws.
  - Paperwork for incorporation and 501(c)3 status are in production.



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- Next meeting is scheduled for July 28<sup>th</sup> at 7:00 in room 227.
  - Spoke to various individuals interested in helping with the field effort.
    - Some items have been donated.
    - Sean Greco of Evergreen is drawing a blueprint for irrigation, will be available at end of this week.
      - A meeting is scheduled with Mr. Greco of Evergreen for Thursday, July 28<sup>th</sup> at 9:00 am to discuss how, once the required equipment is acquired, it is to be installed properly and in a way that is unique to our current system.
      - Quote requested from Evergreen for the installation of the main 2" line.
  - Met with BSN representative, Josh Corr, regarding online team stores to go live within first week of school.
    - Provides the opportunity for families to purchase Oasis Athletic Department apparel and gear from home.
      - Eliminates the need for order forms or handling money and making deposits.
      - Families pay via credit card and items are delivered to their home.
  - Met with the club pro at Royal Tee CC regarding the 2016 golf season and beyond.
    - We have an agreement in place that will allow our students to play/practice on the course for FREE.
  - Coordinated a FREE First-Aid/AED/CPR training with Cape Coral Risk Management's Matt Loeb.
    - The trainings will be held on August 1<sup>st</sup> and 2<sup>nd</sup> on the OHS campus.
    - Currently have 27 coaches and employees signed up.
  - All volunteer opportunities can be found on the OHS website where parents can also sign-up through Sign-Up Genius.
    - A link has been posted to the OHS website for medical volunteer needed at all home volleyball and football games.
  - Athletics page of OHS website has been updated as well as the Athletic calendar.
  - Met with Fall head coaches to discuss needs/wants for the 2016 season.
  - Hired a new golf coach in Kevin Hamm.
    - Kevin is a golf pro who instructs with the Andy Scott golf school.
  - Hired Ed Quilter to coach our cross country team.
    - Ed has coaching experience at the middle and high school level in Ohio, and competes in various road races in SW Florida.
  - Hired Michael Flood to coach tennis.
    - Michael has twenty years coaching at the high school and collegiate level.
  - Vacancies that still exist: Girls Soccer, Softball, and Track & Field.
  - Reached out to The Florida Everblades and Ft. Myers Miracle about fundraising opportunities in their concession stands.
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- Fall sports schedules have been submitted to the appropriate officials associations and Cape Coral and Lee County Parks & Recreation, as well as Lee County EMS for home football games.

## **Academic Program Highlights**

### **JROTC**

I am thrilled with the accomplishments of our JROTC Program. The cadets have been involved in a variety of activities this summer and the momentum I am seeing is encouraging as we begin our first full year with our current Colonel Epkins and SFC Smith. The work of these two instructors is never ending and I cannot express how dedicated they are to this program and these students. They are a very dynamic duo in their expertise and their commitment to the work is beyond anything I have experienced in this type of program. Please see their event highlights from the summer listed below.

#### **Florida Boys State - Branden Pearson & Bryce Corcoran**

- Sponsored by American Legion & FL Highway Patrol
- Hosted by FSU in Tallahassee
- Attendees selected by American Legion Post 90
- Focused on teaching students about governmental processes
- Exposed participants to Florida history, judicial law and legislative process
- Students assumed roles in the assembly and got hands on experience in parliamentary procedure
- Helped to develop public speaking skills, as they gave numerous speeches throughout the week

#### **JROTC STEM CAMP - FL ATLANTIC UNIVERSITY - H2OtoGO (ONLY 12 STUDENTS ATTENDED FROM LEE COUNTY)**

##### **Zahra Khan & Branden Pearson**

- One week at FAU exposing students to the Kissimmee-Okeechobee-Everglades Ecosystem
- Students had to complete assignments prior to attendance and course completion worth 3 college credits from FAU
- Great experience, learning that our freshwater sources are not, in fact, endless; they are dwindling and being polluted by careless human activities
- Students were taught the importance of preservation, resource management, and sustainability



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**USMA -West Point Summer Leadership Experience: Bryce Corcoran & Brandon Pearson**

- Program is focused on developing leaders of character and allowing prospective students to get a glimpse into cadet life at the academy
- During the week candidates are exposed to the academic, physical and leadership aspects of west point
- Candidates attended 3 academic sessions with West Point professors
- Cadets at west point provided tours and advice to candidates attending
- Bottom line: the week is designed to see if West Point is the right fit for you

**USNA – Summer Seminar - Mary Hess and Alex Boesch**

- Focused on academic, physical, leadership and lifestyle of the Naval Academy
- Candidates attended six academic workshops
- Participated in a scaled-back version of Plebe's Sea Trials and Indoctrination
- Key speaker presentations: Honor Concept vs. Honor Code, Admissions, and Sports
- Bottom line: the week is designed to see if the Naval Academy is the right fit for you

**JROTC – Junior Cadet Leadership Camp (JCLC) – (approximately 410 JROTC Cadets from Lee County Attended – 18 from OHS-JROTC:**

**Edward Ahlquist, Madisin Andrews, Maddison Barotta, Mary Brady, Bryce Corcoran, Shane Durepo, Jack Enmon, Charles Escobar, Marcella Ferrara, Emily Garay, Sabrina Garcia, Reinhardt George, Madisin Lagmiri, Emera Maupin, Mikaela Mitchell, Madaline Roop, Luis Seminario, and Daniel Sevilla**

- JCLC conducted at Boy Scouts of America Camp Tanah Keeta, Tequesta (Jupiter), FL
- All training, transportation, billeting, and meals paid for by the U.S. Army
- Focused on teaching leadership and giving cadets a chance to lead and learn from their experiences, as well as, interact with cadets from other Lee County Schools and 10 Broward schools
- Training consisted of: drownproofing, building a raft that will float, swimming, canoeing, archery, rappelling, rock wall climbing, orienteering, some survival training, and low and high ropes courses
- Bottom line: Cadets always return as better leaders and they have more confidence

**Volunteer Mission – Native Vision – Johns Hopkins American Indian Health Association – Zahra Khan**

- Traveled to Okmulgee, OK just outside of Oklahoma City)

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- Zahra was asked to be the lead youth volunteer
  - She set up registration, made over 1,000 sandwiches and delivered ice and water
  - Next she was asked to be in charge of the self-improvement and development workshops, ensuring the kids were on the right buses and on time
  - When last minute plans were modified, she assisted the kids in making corn husks dolls and taught them about expressive Sidewalk Chalk Art

## **Employment Updates**

We have hired eight new teachers total for the upcoming school year, this includes the new STEAM/Innovation Lab position that you kindly granted in the budget process. Their years experience total in excess of 95 years. This is impressive and shows the caliber teachers we have recruited to our school system. The new staff in combination with our current staff has created a strong instructional, student centered team for the upcoming year. Here are updated biographies on our new hires:

### **Filer, Michael: Math**

I was born in Indiana, but moved to Florida when I was very young. I earned my degrees in Mathematics and Education at Florida Gulf Coast University. I also taught math there for about 9 years. Teaching is a passion of mine. Although my expertise is in math, I strive to help the students to be successful in and out of the classroom.

Besides my career, I am happily married with two beautiful daughters. I enjoy playing board and video games, playing and watching sports, and watching movies. I also enjoy a variety of art and music.

### **Glen Conradson: Math**

Glen has 15 years experience as a teacher and almost that many not teaching. He is a native Floridian from Miami. After graduating from college he moved to San Jose, Costa Rica and began teaching. Since then he has taught in San Jose, Costa Rica, Florida, and Korea. He has taught a wide range of classes including: 2nd grade, MS Math, MS History, MS Language, HS Math (AP Calculus AB & BC and AP Statistics). After teaching for five years, Glen decided to leave the teaching profession. During those 14 years he earned an M.B.A., MCSE+I, and MCDDBA. Glen moved up the "ladder" and became a controller over accounting and IT.

After 14 years, Glen realized he wasn't "having fun anymore". He left the business world and returned to teaching. He has been teaching ever since. Outside of teaching Glen has been involved in a local theatre group, and a salsa band (Costa Rica). Glen is an avid golfer and scuba diver. He likes to play golf whenever possible and usually spends vacations in the ocean hoping to see even more sharks.



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### **Clint Mills: Social Studies and MUN Sponsor**

I am very excited to come to Oasis High school this year. I earned my BS degree in education from the State University of West Georgia in 1998 and have been teaching ever since. I have been a middle school teacher for four years and a high school teacher since. My high school experiences have been in AP U.S. Government and Politics, World History, Asian Studies, Comparative Government, and Model United Nations. I have also been a Student Government advisor (7 years), Project Citizen coordinator (3 years), Mock Trial coach (4 years) and assistant track coach (9 years) and I look forward to being involved in any programs Oasis has to offer.

My journey to Oasis has been a long one, probably longer than anyone can possibly be. For the past four and half year I have been teaching at Qingdao NO1 International School of Shandong Province in Qingdao China (our mascot is also the SHARKS). It has been an awesome experience to live, work and learn in China and I will take away many great memories. But now it is on to a new chapter of my life as a social studies teacher at Oasis High School. Upon my return I will be marrying my fiance and am excited to begin my life journey with her. I look forward to meeting new colleagues, students, parents and becoming a part of the Cape Coral community.

### **William Wettler: Social Studies**

My teaching career has taken me around the world and I picked up a lot of education and experience along the way. I started 13 years ago when I left the states and a career in technology (network engineer). I have lived and worked in California, Southeast Asia, the Middle East, North Africa and New York. While I was still in California, I choose philosophy for my undergraduate degree but later earned a graduate degree in education with an emphasis in social studies because of my appetite for humanities subjects and my desire to debate. But then in Thailand, I actually started as an ESL teacher. I earned a TESOL to prepare me for that and then the doors of so many foreign cultures were opened to me as was the opportunity to learn languages from my students. Settling in Florida now will be a new life and change of pace for me. I have a beautiful wife and an infant daughter that I am bringing with me from what has been our permanent home for the last decade in Thailand.

Two things I'd like you to know about me is that I hate cars and I love hurricanes. I hate cars because I cannot figure out what good they are for anything but grief and I don't understand why anyone, much less a whole world, would want that. I love hurricanes because they make such beautiful and fun waves which I like to surf.

### **Andy Butterfield: Social Studies**

I have a Bachelor's degree in secondary social studies education, and a Master's in History. My continuing efforts to improve my teaching abilities include over 400 hours of Advanced Placement training, including 60 hours in China, and I have graded the AP

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World History exam since 2009. I have 15 years experience in the classroom teaching a variety of subjects, including AP World History and AP Art History. For the last two years I have served as the Coordinator of Disability Services at Louisiana Tech University which provided me the opportunity to work with students with a variety of special needs and learning styles. It also allowed me to work closely with college faculty to devise instructional programs that provide the greatest opportunity for academic success to students. I am excited to return to the classroom and join the Shark community!

**Michelle Sandel:**

I fell into teaching Science accidentally and then fell in love with teaching. I have been teaching for two years and have a passion with sharing science with anyone eager to learn.

**Katie Chaney:**

I have been in Education for 20 years in both Florida and Ohio. I am extremely excited to be moving to Oasis High School after spending the past 5 years at Oasis Elementary. I will be teaching US and World History. I enjoy watching hockey, DIY, and baking, and I have considerable experience in college and community theater. I look forward to swimming with the Sharks!

**Lance Schreiber:**

Mr. Lance Schreiber joins our school of Sharks to help develop the new Engineering program after most recently serving as the Technology Educator at Florida SouthWestern Collegiate High School. While there, he also achieved high success in teaching an array of Honors Mathematics courses, as well as pioneering the creation of the Drone Academy. He has been teaching in the Lee County School District for over five years, starting at Ida S. Baker High School. At Baker, he specialized in the subjects of Chemistry, Physical Science, and Marine Science. In addition, he led the inaugural bowling team to the State Finals, and assisted with numerous other sports.

Mr. Schreiber graduated from Oklahoma State University with a B.S. in Chemical Engineering. After graduation, he proudly served our country as an officer in the United States Navy, instructing Math, Chemistry, and Radiation Fundamentals at the Naval Nuclear Power Training Command. After the Navy, his career brought him to Southwest Florida as an Information Technology manager. He completed his Master's degree in Industrial Engineering from the University of Central Florida and subsequently started his own business. After 10 years of entrepreneurship that ranged from cleaning company salesman to electronic medical records specialist, Lance decided it was time to pursue his passion and become immersed in the world of education. He has been a single dad for the last 10+ years and is proud to be dropping his son, RJ, off at Florida Southern College for his first semester away from home. RJ received his A.A. degree as dual enrolled student in May, and accepted a very nice scholarship to attend FSC in the field of Sports Management.



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During the last three years, the soon to be Dr. Schreiber has also completed all of the necessary requirements to obtain his PhD in Systems Engineering, with the exception of the ever so elusive Dissertation. His current research topics are focused on STEM based learning from a hands on approach and include some work in the field of Nuclear Disaster Mitigation Using UAVs.

Mr. Schreiber has grand visions for the new Engineering and Technology curriculum at Oasis High School. He brings with him a classroom full of technological resources ranging from 3D printers to the high end quadcopters being used in the drone industry. He hopes to be a contributing factor in the athletics program, as well as some new and competitive STEM teams.

## **Appendix**

***Letter to Community Partners to help secure funds to create a "Maker Space" area fully equipped with pertinent technology and tools to meet the needs of our students interested in STEM concepts and application of learning.***

Oasis Charter High School is proud to announce the addition of a new Engineering & Technology program to our already 'awesome' institution!

The vision of this program is to provide a Maker Space style area for the students in order to help foster the important skills of Critical Thinking, Creativity, and Collaboration. Ideas for the curriculum range from 3-D printing prototypes for building and flying UAVs (Drones) to actually creating the workbenches that students will be using to work on their projects. We are starting with a near blank slate as a classroom and will be utilizing times during the first year of the program to help establish the structure of the room. Future goals may include expanding the space and possibly making it an area for the community to be able to come and join in on the Maker Movement.

We are reaching out to members of the community to help us get started. School budgets are often limited, allowing us to only get the absolute necessities. Obviously, the more that we can get from donations or sponsors, the more opportunities there will be for the students to be innovative and explore their creativity.

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Anything that you might be able to provide for our program would be very much appreciated. We are looking for anything that could be helpful in setting up this new space. Possible ideas include: Gift Cards, used/new power tools, used/new hand tools, safety equipment, organizing items, raw materials, scrap materials, etc.

We are very much open to some sort of partnership or sponsorship if desired. Your name could be displayed above the workbenches; thanking you for your contributions. Other ideas will be considered as well. Please let me know if this is something that you could do to help these amazing students.

Again, anything you can provide is appreciated. Please don't hesitate to contact me with questions.

Regards,

Lance Schreiber

Engineering & Technology Educator

Oasis Charter High School

[Lance.Schreiber@capecharterschools.org](mailto:Lance.Schreiber@capecharterschools.org)

# 12 D

Discussion of 2016-2017 Superintendent Evaluation Form

Rob Zivkovic



# **The City of Cape Coral Municipal Charter School Authority Model System for Superintendent Evaluation**

## **Part VI: Implementation Guide for Superintendent Evaluation**

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June, 2016

City of Cape Coral Municipal Charter School System Governing Board  
3519 Oasis Blvd., Cape Coral, Fl. 33914  
Phone (239) 424-6100  
[www.capecharterschools.org](http://www.capecharterschools.org)



## Appraisal Information

Name: Nelson Stephenson	
Position: Superintendent	Months in the Position: 1 ½ years
Date of Appraisal:	School Year: 2015-16
Appraisal Period Start: 7/01/2015	Appraisal Period End: 06/14/2016
Name of Governing Board Member Completing This Evaluation:	

## SUPERINTENDENT'S PERFORMANCE EVALUATION

The primary purpose of the Superintendent's evaluation is the improvement of performance. The essence of performance evaluation requires the Board and Superintendent to address what the Superintendent is attempting to accomplish, to assess how well the Superintendent is doing, and to define the area and priorities for improvement. An effective evaluation process should provide the foundation for a good Superintendent-Board relationship.

### PROCEDURES:

- Each Governing Board Member should complete an individual Superintendent performance evaluation. In this phase of the evaluation process, each Board Member works independently, without consulting any other Board Member, to rate the performance of the Superintendent. Written comments to any item are encouraged. The form should be completed in whole, then printed and signed by the evaluating Governing Board Member.

The performance of the Superintendent is to be rated against the four performance Standards as defined below:

*Unsatisfactory* performance is merited when performance has not significantly improved following a rating of Needs Improvement, or performance is consistently below the requirements of a standard and is considered inadequate, or both.

A rating of *Needs Improvement* represents performance that is below the requirements of a standard but is not considered to be Unsatisfactory at the time. Improvement is necessary and expected.

*Proficient* performance is understood to be fully satisfactory. For the superintendent, this is the rigorous expected level of performance. It is a demanding, but attainable level of performance.

*Exemplary* performance represents a level of performance that exceeds the already high standard of Proficient. A rating of Exemplary is reserved for performance on an indicator or standard that is of such a high level that it could serve as a model for other leaders.

Governing Board Members should rate the Superintendent in all standards using one of the four ratings: *Exemplary*, *Proficient*, *Needs Improvement* or *Unsatisfactory*.



## Superintendent's Performance Rating for Standard I: Community Relations

Check one box for each indicator and circle the overall standard rating.

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
I-A. Participates in community activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-B. Is visible to staff, parents, and students. Regularly attends school or community-based functions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-C. Promotes CCCCSA's curricular and co-curricular activities to the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-D. Effectively represents CCCCSA to other governmental units.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-E. Maintains good relations with the media.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Overall Rating for Standard I (Circle one.)	The education leader promotes the learning and growth of all students and the success of all staff through effective partnerships with families, community organizations, and other stakeholders that support the mission of the district and its schools.
--	--

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):

Examples of evidence superintendent might provide (note: this list is neither comprehensive and/or all items are not necessary for evaluation purposes):

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Sample District and School Newsletters              | <input type="checkbox"/> Authority Minutes | <input type="checkbox"/> Evidence of Community Support and/or Engagement                              |
| <input type="checkbox"/> Internal Communication with Staff (samples)         | <input type="checkbox"/> Staff Recognition | <input type="checkbox"/> Accounts of District/School Accomplishments in Various Forms in Public Media |
| <input type="checkbox"/> Membership/Participation in Community Organizations | <input type="checkbox"/> Other             |   |





## Superintendent's Performance Rating for Standard 2: Management and Operations

Check one box for each indicator and circle the overall standard rating.

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
I-A. Stays informed and promotes "Best Practices."	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-B. Makes cost-effective choices when spending school funds.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-C. Maintains physical facilities in good condition.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-D. Provides educational leadership.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-E. Provides accurate financial costs information to the authority.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Overall Rating for Standard 2 (Circle one.)	The education leader promotes the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment, using resources to implement appropriate curriculum, staffing, and training.
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Unsatisfactory

Needs Improvement

Proficient

Exemplary

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):

Examples of evidence superintendent might provide (note: this list is neither comprehensive and/or all items are not necessary for evaluation purposes):

- ☐ Leadership Team Schedule
- ☐ Internal Communication with Staff (samples)
- ☐ Membership/Participation in Professional Organizations

- ☐ Professional Development
- ☐ External Reviews and Audits
- ☐ Other

- ☐ Purchase Order Samples Related to Facilities
- ☐ Purchase Order Samples Related to Facilities Repair/Enhancement



## Superintendent's Performance Rating for Standard 3: Authority Relations

Check one box for each indicator and circle the overall standard rating.

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
I-A. Provides timely, adequate and accurate information to the authority.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-B. Supports and executes Authority decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-C. Follow and implements Authority policy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-D. Is responsive.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-E. Makes recommendations demonstrating good judgement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Overall Rating for Standard 3**  
(Circle one.)

The education leader promotes the learning and growth of all students and the success of all staff by working with the Governing Board Authority to ensure policies, goals, and long-term growth are focused on student academic success.

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):

Examples of evidence superintendent might provide (note: this list is neither comprehensive and/or all items are not necessary for evaluation purposes):

- ☐ Internal Communication with Staff/Board (samples)
- ☐ Executive Memoranda
- ☐ Board Meeting Agenda or Notes

- ☐ Professional Development
- ☐ NEOLA
- ☐ Other

- ☐ Communication with Lobbyist
- ☐ AvancED Accreditation Process Documents





## Superintendent's Performance Rating for Standard 4: Cultural Leadership

Check one box for each indicator and circle the overall standard rating.

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
I-A. Routinely seeks the advice of teachers, principals, staff, board members, and other stakeholders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-B. Celebrates staff/school/student/administrators accomplishments and rewards.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-C. Develops a sense of efficacy and empowerment among staff which influences the system's identity, culture, and performance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-D. Develops internal capacity for leadership succession. Works on a plan to prepare future school leaders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-E. Establishes an environment of trust among staff, students, parents, and the community at large.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Overall Rating for Standard 4 (Circle one.)	The education leader promotes the learning and growth of all students and the success of all staff by understanding how the system came to their current state, and how to connect with their traditions in order to move forward to build and support the system's efforts to achieve individual and collective goals.
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Unsatisfactory

Needs Improvement

Proficient

Exemplary

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):

Examples of evidence superintendent might provide (note: this list is neither comprehensive and/or all items are not necessary for evaluation purposes):

☐ Leadership Team Schedule/Materials

☐ Internal Communication with Staff (samples)

☐ Leadership Development/Succession Plan

☐ Professional Development

☐ Survey

☐ Newsletters

☐ Communication Samples

☐ Attendance PTO/SAC etc.

☐ Other