

Board of Education Evaluates Superintendent

By, Leland Wheaton, Board President Charlotte Public Schools

Using the Michigan Association of School Boards (MASB) evaluation tool, the Charlotte Board of Education conducted the annual superintendent evaluation in the beginning of December, 2016. In utilizing the MASB evaluation tool, the Charlotte Board is one of many school boards across the state to use multiple measurements in evaluating the superintendent's performance and progress.

The MASB tool has these main evaluation areas:

- Governance and Board Relations
- Community Relations
- Staff Relations
- Business and Finance
- Instructional Leadership
- Student Growth, and
- Progress Toward District-Wide Goals

Within each of these areas, there are multiple standards embedded and then various weighted percentages associated with each of the areas. In addition to the tool and associated scoring rubric, evidence artifacts are required to document information within each evaluation area.

The Board of Education was also trained in the use of the evaluation tool by a senior MASB representative in July of 2016 at their annual Board of Education retreat. This year, marks the fourth year the Charlotte Board has used the MASB tool. Board members take the evaluation process very seriously as they know all other school district employees are evaluated annually by our administrative team.

The evaluation scale has four final ratings – ineffective, minimally effective, effective and highly effective. For the 2016-17 school year, the Charlotte Board of Education rated Mr. Rosekrans' performance as the superintendent as "effective". Mr. Rosekrans received an "effective" or "highly effective" rating in all evaluation areas. Formal action was taken on the evaluation by the Board at the December 12, 2016, board meeting.

Mr. Rosekrans shared, "I thank the Board of Education for the effective evaluation, but even more important, I appreciate the dialog with them on the current status and future direction of our school district. My role as Superintendent is one of many important roles at the school district. All employees, including myself play an important and vital role in student achievement, success and performance. I firmly believe we are a very good team of dedicated employees that want to provide the best educational opportunities we can for the students and families we serve. Our district is performing very well in many areas and levels but, there is always room for improvement and growth. I will continually seek to improve and reach new goals that benefit our Charlotte youth."

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