Griffin Technology Academies
Accountability and Evaluation Tool

SUPERINTENDENT PERFORMANCE OBJECTIVES
2022-2023

Themes/Performance Objectives	October 2022	February 2022	May 2023
1. Implementation of objectives to reignite GTA's mission as addressed in the GTA 180 Turnaround Plan, including to develop the buy-in of all stakeholders	**Self-identification of progress/how the objective was met:** **Evaluation Score ___ [1-4]** **Feedback**	**Self-identification of progress/how the objective was met:** **Evaluation Score ___ [1-4]** **Feedback**	**Self-identification of progress/how the objective was met:** **Evaluation Score ___ [1-4]** **Feedback**
2. Implementation of the facilities objectives in the GTA 180 Turnaround Plan, including specifically to ensure going safe and clean facilities in good working order for all students and employees, as well as ensuring compliance with COVID-19 guidance and best practices	**Self-identification of progress/how the objective was met:** **Evaluation Score ___ [1-4]** **Feedback**	**Self-identification of progress/how the objective was met:** **Evaluation Score ___ [1-4]** **Feedback**	**Self-identification of progress/how the objective was met:** **Evaluation Score ___ [1-4]** **Feedback**
3. Implementation of the governance objectives in the GTA 180 Turnaround Plan, including specifically to ensure strong development of the Board, prudent	**Self-identification of progress/how the objective was met:**	**Self-identification of progress/how the objective was met:**	**Self-identification of progress/how the objective was met:**

board oversight, a high level of Board functioning, that the Board maintains appropriate engagement with GTA employees and stakeholders, and Brown Act compliance	**Evaluation Score ___ [1-4]** **Feedback**	**Evaluation Score ___ [1-4]** **Feedback**	**Evaluation Score ___ [1-4]** **Feedback**
4. Implementation of the fiscal objectives in the GTA 180 Turnaround Plan, including mainlining a culture where policies, procedures, and best practices are observed at all levels	**Self-identification of progress/how the objective was met:** _____ **Evaluation Score ___ [1-4]** **Feedback**	**Self-identification of progress/how the objective was met:** _____ **Evaluation Score ___ [1-4]** **Feedback**	**Self-identification of progress/how the objective was met:** _____ **Evaluation Score ___ [1-4]** **Feedback**
5. Implementation of academic objectives as addressed in the GTA 180 Turnaround Plan, including to develop GTA's role as technology academies specifically	**Self-identification of progress/how the objective was met:** _____ **Evaluation Score ___ [1-4]** **Feedback**	**Self-identification of progress/how the objective was met:** _____ **Evaluation Score ___ [1-4]** **Feedback**	**Self-identification of progress/how the objective was met:** _____ **Evaluation Score ___ [1-4]** **Feedback**
6. To the extent students participate in independent study, ensure ongoing compliance with independent study policies, laws, and regulations	**Self-identification of progress/how the objective was met:**	**Self-identification of progress/how the objective was met:**	**Self-identification of progress/how the objective was met:**

	Evaluation Score ___ [1-4] **Feedback**	**Evaluation Score ___ [1-4]** **Feedback**	**Evaluation Score ___ [1-4]** **Feedback**
7. Ensuring that employee roles and responsibilities are clear, fostering an excellent workplace culture based on respect, trust, professionalism, and empowerment of employees to be their best in service to students	**Self-identification of progress/how the objective was met:** _____ **Evaluation Score ___ [1-4]** **Feedback**	**Self-identification of progress/how the objective was met:** _____ **Evaluation Score ___ [1-4]** **Feedback**	**Self-identification of progress/how the objective was met:** _____ **Evaluation Score ___ [1-4]** **Feedback**
8. Ensuring that communications with the District are ongoing, timely, accurate, and complete, including with respect to District oversight requests	**Self-identification of progress/how the objective was met:** _____ **Evaluation Score ___ [1-4]** **Feedback**	**Self-identification of progress/how the objective was met:** _____ **Evaluation Score ___ [1-4]** **Feedback**	**Self-identification of progress/how the objective was met:** _____ **Evaluation Score ___ [1-4]** **Feedback**
9. Ensure that GTA develops strong relationships, including through opportunities for partnership, with the District, District staff, and District board	**Self-identification of progress/how the objective was met:**	**Self-identification of progress/how the objective was met:**	**Self-identification of progress/how the objective was met:**

members	Evaluation Score ___ [1-4] Feedback	Evaluation Score ___ [1-4] Feedback	Evaluation Score ___ [1-4] Feedback

Evaluation Rubric:

4: EXCEPTIONAL: Standards Met Consistently / Expectations Exceeded
3: SATISFACTORY: Standards Met Often / Frequently
2: NEEDS IMPROVEMENT: Standards Met Sometimes / Partially
1: UNSATISFACTORY: Standards Not Met or Seldomly Met