



David Syfan - Ward 1  
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## Superintendent Evaluation Fiscal 2004-05

June 25, 2005

The Gainesville City Board of Education has concluded its annual superintendent evaluation of Dr. Steven Ballowe. Our governance model includes prioritizing a set performance objectives to provide meaningful direction towards our mission and vision for the Gainesville City School System. The evaluation includes data collection, reporting, and subjective considerations to determine the level of goal obtainment.

We recognize and celebrate the achievements of our school system under the direction and leadership of Dr. Ballowe. The Gainesville City School System has demonstrated significant progress in meeting and exceeding state and federal standards for student achievement. All schools in our system have achieved "AYP" for fiscal 2005. The school system has received recognition as a model for closing the achievement gap by the Governor, State Superintendent, and President of the United States. Moreover, Dr. Ballowe has created a unique, team building approach that embraces the empowerment of instructors and parents, accountability, and creating a culture of success.

Beyond recognition and test scores, the ultimate measures of a superintendent's performance are the educational opportunities for children, the sound fiscal management of taxpayers resources, and the safety and well being of our students and employees. The GCSS BOE recognizes an excellent performance in raising expectations and the achievement of our students. Further, our safety and security measures at each campus have improved, and we look to progress in our fiscal reporting and management.

### *Strengths:*

We note particular objectives with quantifiable outstanding performance:

- ✓ Creation of on-line standards and measures to facilitate quality instruction
- ✓ The increase in students enrolled in Carnegie level courses at the Middle School
- ✓ All schools obtaining adequate yearly progress
- ✓ Site-based management initiatives
- ✓ System to control fixed asset inventory management
- ✓ Conclusion of a "findings free" fiscal audit

### *Opportunities for growth:*

Based on the evaluation scores and further discussion, we recognize four opportunities for continued growth for the upcoming year:

- ◆ An improved approach to 6-12 guidance with the creation of a career / academic plan and improved parent contact / communication
- ◆ Specific initiatives to improve the Middle School
- ◆ Improved fiscal reporting and budgeting process
- ◆ Continued increases in our high school graduation rate and improving SAT scores

Our congratulations and appreciation are in order for a highly successful school year, and we encourage our superintendent to ever press forward for greater achievement.