



flaglerschools

The School District of Flagler County, Florida
1769 East Moody Blvd. Bldg. 2 • Bunnell • Florida 32110

Superintendent Performance Accountability System

Superintendent's Name Cathy Mittdstadt Date 3-23-23

Assessor's Name Christy Chang School Year 2021/2022 - 23

Accountability Ratings

The Superintendent shall be rated on each item using the following scale – ratings must be based on demonstrated evidence or lack of evidence. A portfolio shall accompany this assessment of performance.

- 5 – Outstanding Has exceeded expected outcomes for goal attainment or mastery of performance objective.
- 4 – Meets Expectation Has demonstrated goal attainment and /or a high level of performance for designated performance objective.
- 3 – Acceptable/Satisfactory Has demonstrated progress toward goal attainment or an acceptable level of performance for required performance objective.
- 2 – Improvement Expected Progress on goal attainment or demonstration of an acceptable level of performance for required performance objectives is not up to School Board standards.
- 1 - Unsatisfactory No evidence of goal progress or progress towards an acceptable performance of School Board standards.



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Superintendent / Short and long term goals	Work with the Board, District personnel, parents and the public to develop short and long-range goals with clear criteria for determining effective achievement and evaluating outcomes. (2.3.2 of contract)
Evidence	The Superintendent has provided documents to support this area. Documents can be found in the Superintendent's Success Metrics. Other evidence considered:
Rating	<p>The Assessor's Rating of the accomplishment of this goal based on information provided.</p> <p>5 <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/></p>
Comments	The Assessor's Comments regarding the rating of this goal. Comments are required for a rating of 2 or below.



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Superintendent / Representing the Board	In day-to-day contact with parents, citizens, the community and other governmental agencies, superintendent <u>represents the interests of the Board.</u> (2.3.3 Contract)
Evidence	The Superintendent has provided documents to support this area. Documents can be found in the Superintendent's Self-Appraisal Memo. Other evidence considered:
Rating	<p>The Assessor's Rating of the accomplishment of this goal based on information provided.</p> <p>5 <input type="checkbox"/> 4 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/></p>
Comments	<p>The Assessor's Comments regarding the rating of this goal. Comments are required for a rating of 2 or below.</p> <p><i>Our board is split on views, political sides, and priorities; so I don't think its possible to fully represent all of us.</i></p>



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Superintendent / Leadership		Providing leadership, guidelines and directions to ensure implementation of the Board's policies relating to facilities, curriculum, instruction, student services,, personnel, budget and business affairs. (2.3.4 – Contract)
Evidence	The Superintendent has provided documents to support this area. Documents can be found in Board Docs under the Superintendent agenda items for workshops and Board meetings. Other evidence considered:	
Rating	The Assessor's Rating of the accomplishment of this goal based on information provided.	
	5 <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/>	
Comments	The Assessor's Comments regarding the rating of this goal. Comments are required for a rating of 2 or below.	



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Superintendent / Reporting		Reporting information and analyses regularly to the Board regarding student achievement and test scores. (2.3.5 – Contract)
Evidence	The Superintendent has provided documents to support this area. Documents can be found in Board Docs where the Superintendent reported out to the Board as well as in the Superintendent's Self-Appraisal memo. Other evidence considered:	
Rating	The Assessor's Rating of the accomplishment of this goal based on information provided.	
	5 <input checked="" type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/>	
Comments	The Assessor's Comments regarding the rating of this goal. Comments are required for a rating of 2 or below.	



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Superintendent / Policies	Review of all policies to be adopted by the Board and makes appropriate recommendations to the Board for the enactment, revisions, additions, deletions and modifications to such policies as provided by law. (2.3.6 - Contract)
Evidence	The Superintendent has provided documents to support this area. Documents can be found in the Superintendent's Self-Appraisal Memo. Other evidence considered:
Rating	<p>The Assessor's Rating of the accomplishment of this goal based on information provided.</p> <p>5 <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/></p>
Comments	The Assessor's Comments regarding the rating of this goal. Comments are required for a rating of 2 or below.



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Superintendent / Planning and Financing	Providing leadership and direction in planning and financing for the maintenance of existing schools and to meet the growth needs of Flagler County with new schools. (2.3.8 and 2.3.9 – Contract)
Evidence	The Superintendent has provided documents to support this area. Documents can be found in the Superintendent's Self-Appraisal Memo. Other evidence considered:
Rating	<p>The Assessor's Rating of the accomplishment of this goal based on information provided.</p> <p>5 <input checked="" type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/></p>
Comments	The Assessor's Comments regarding the rating of this goal. Comments are required for a rating of 2 or below.



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IMPACT / RAPPORT BUILDING

- A. Builds a favorable public image of the district and superintendency.
 - B. Maintains visibility at school sites and throughout the school district.
 - C. Maintains visibility in the business community.
 - D. Skilled in conflict resolution, consensus, and compromise-building while maintaining a professional demeanor and the self-esteem of others.
- (2.3.11 – Contract)

Rating	The Assessor's Rating of Impact/Rapport Building. 5 <input type="checkbox"/> 4 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/>
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Comments	The Assessor's Comments regarding the rating of Impact/Rapport Building. Comments are required for a rating of 2 or below. <i>I received lots of feedback that staff would like to see you on campuses more, and also to build relationships with school staff and admin. I believe availability is the priority and just knowing that they have that support.</i>
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INTEGRITY	
<p>A. Models consistent ethical, personal, and professional conduct. B. Develops high levels of openness and trust with Board members, staff, and the community. C. Considers needs of students foremost when making recommendations to the Board. D. Maintains consistency in interaction with staff, Board members, and community. (2.3.13 – Contract)</p>	
Rating	<p>The Assessor's Rating of Integrity.</p> <p style="text-align: center;"> 5 <input type="checkbox"/> 4 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/> </p>
Comments	<p>The Assessor's Comments regarding the rating of Integrity. Comments are required for a rating of 2 or below.</p> <p style="font-family: cursive;"> I received lots of feedback that you maintain integrity in your position, which says a lot. However, for myself, most recently I question our book review process and the transparency in that. The book review process so far has been one sided and biased. Despite training and Florida statutes. </p>



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WORK STANDARDS

- A. Insists on effective performance from associates and subordinates
 - B. Selects personnel who possess integrity and qualifications for key management positions.
 - C. Relates all activities and decisions to the mission of the district.
 - D. Establishes course of action which results in higher performance of students.
 - E. Orders priorities and insists upon quality control and cost effectiveness.
- (2.3.7 – Contract)

Rating

The Assessor's Rating of Work Standards.

5

4

3

2

1

Comments

The Assessor's Comments regarding the rating of Work Standards. Comments are required for a rating of 2 or below.

I do believe you pursue excellent work standards.



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Summary

General Overview and Comments
