



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

Superintendent Performance Accountability System

Superintendent's Name Cathy Mittelstadt Date April 4, 2023
Assessor's Name All Board Member Evaluations - Chong, Conklin, Furry, Hunt and Massaro School Year 2022/2023

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>Chong Conklin Furry Hunt Massaro</p> <p align="center"> <input type="text" value="4"/> <input type="text" value="4"/> <input type="text" value="3"/> <input type="text" value="3"/> <input type="text" value="5"/> </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>Chong -</p> <p>Conklin - Cathy and her team have done a tremendous amount of work around the District's strategic plan. She has worked to gather stakeholder input both internally and externally. She and her team have developed an easy to understand plan that has been published and used to quarterly guide the Board's discussion around learning gains and objectives. It is a living and evolving document.</p> <p>Furry - Goal setting efforts appear to be satisfactory with the Board and District staff. I have not witnessed efforts in setting goals with parents or the general public. Recently Stakeholders in the community have been very vocal about concerns with the academic outcomes from Flagler Schools. EPAC the ESE Advisory Committee has given praise to the Superintendent for delivering on promises made. (See quote in evaluation)</p> <p>Hunt - Improved collaboration with all stakeholders is needed around short and long term SMART goals. I believe this led to the vote of no confidence by the Chamber. (Quote of Chamber in evaluation).</p> <p>Massaro - The ever-changing educational requirements of FDOE and our Governor, makes establishing long term goals very difficult and has created a somewhat reactionary response to many educational standards. The creation of New Best Standards, New Curriculum, and New FAST progress monitoring has made it more difficult this year to establish a fair representation of Growth and Achievement for there is nothing comparable to compare scores to. Therefore, I am forced to use the established Strategic plan and Superintendent's Self-Evaluation to complete this form in a fair and equitable manner. As I reviewed the Strategic Plan it is evident that improvements have been accomplished in all six of the plans goals. (See Evaluation for Goal assessments)</p>		



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Superintendent / Representing the Board	In day-to-day contact with parents, citizens, the community and other governmental agencies, superintendent represents the interests of the Board. (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:										
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Comments	<p>The Assessor's Comments regarding the rating of this goal. Comments are required for a rating of 2 or below.</p> <p>Chong - Our Board is split on views, political sides, and priorities; so I don't think it's possible to fully represent all of us.</p> <p>Conklin - Cathy is in regular contact with parents community members and other governmental agency leads. This continues to be an area of potential growth for Cathy. In the role of Superintendent she has been pushed out of her comfort zone. She is fully aware that this is a challenge area for her but has embraced it fully as an opportunity to grow. This is evident by her implementation of Capturing Kids Hearts. She has also worked on increasing her communication with parents and the community through her newsletters, monthly strategic plan updates, State of Education Address and weekly updates with the board. I'm certain we will continue to see great things from her in this area this coming school year.</p> <p>Furry - I have been getting many complaints from parents that outward communication from the District needs improvement. Parents are unsatisfied with the District's handling of behavioral issues when it comes to their children being victimized. I have heard from other government agencies and community stakeholders that working relations with Flagler Schools are strained. I am not aware of any PR initiatives by Flagler Schools to reach out to the community at large other than the recent ½ Penny Sales Tax push last year.</p> <p>Hunt - I have received mixed feedback about the Superintendent's interactions and influence across stakeholders. The greatest area of improvement in this area may be on the guiding principle "get to yes." Flagler Schools "belongs to" the residents of Flagler County, entrusted to district leadership and the school board. The Superintendent must do better to balance her own vision for Flagler Schools with the needs and vision brought to her by others.</p> <p>Massaro - So very much has been accomplished by Superintendent Mittelstadt, this past year where she has worked closely with parent groups, citizens community businesses, area governmental agencies, and DOE, always representing the School District professionally and respectfully. Just to name a few interactions;</p> <ul style="list-style-type: none"> -Improving District association with EPAC -Approved new ILA on Impact Fees with local Governments -Worked with local governments on passing ½ Penny Sales Tax -Partnered with Chamber of Commerce to do School tours -Worked with Citizens Advisory Board & Teachers Advisory Group - worked closely with Sheriff - Spoke to Florida Legislators on district needs -Supported staffing for area shelters for community 										



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- Worked with numerous parents/guardians addressing their student needs and resolving issues amicably
- Continued Faith for Flagler Partnership
- Created Book Challenge process
- Attended Tiger Bay Meetings
- Developed protocols for Parents Bill of Rights

The only weakness I see is the inability to obtain the complete support of building administration. Weakness that can be easily overcome, now that we are fully staffed and major issues are over. Visits to check in with every administrator, to see how they are doing and if you can do anything to support their efforts.



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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:										
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4	4	2	2	5							
Comments	<p>The Assessor's Comments regarding the rating of this goal. Comments are required for a rating of 2 or below.</p> <p>Chong -</p> <p>Conklin - Cathy is committed to elevating excellence. When she finds a gap in procedures or policy she does not avoid the issue. She deals with it head on, no matter how challenging or controversial. If it is something that needs to be addressed or corrected she is going to provide the leadership necessary to address the issue and refine the procedure.</p> <p>Furry - Since being elected I have had a cordial relationship with the superintendent. Her cabinet appears to support and follow her leadership, but I am unable to get the pulse of the district personnel. Community stakeholders have been very vocal about the lack of confidence they have in the Superintendent's leadership and academic results. I have had mixed reviews from various staff members at our individual schools and they were critical of the lack of time the Superintendent spent at the schools. There is also a fear of retaliation from the district amongst some surveyed that if they speak up their job could be in jeopardy. Staff and student safety has also been a concern especially with children that have behavioral issues. There has been high turnover amongst our instructional staff and after repeated requests for an analysis as to why I have received no reasonable explanation from the Superintendent or the HR dept. Therefore, I must conclude that this is due to leadership and likely an unfavorable working environment. I see the Superintendent as an Ivory Tower leader lacking an extroverted personality that is needed to build meaningful relationships with the community. I will give praise to her efforts in the ½ Penny Sales Tax push, but witnessing her engagement with this revealed she was outside her comfort zone. There are no guidelines in place to show staff the necessary achievements and milestones needed to qualify for leadership positions. This has caused great hardship in Flagler Schools in many ways including leadership reassignments and legal actions against us. I do not feel that the board is kept informed outside of our regular meetings and often find things out on social media or local reporting before we hear from the District.</p> <p>Hunt - This has been a weakness within the District. There has been a lack of leadership, communication with employees at all levels of the organization, consistency with policies and procedures, and accountability. Evidence of this can be found in the Operational Audit by the State of Florida AG. Finding 3, for instance, stems from a known issue that was not adequately addressed and was still being handled insufficiently when I brought my personal experience with a volunteer background check application to the Superintendent's attention Aug. 30, 2022. Finding 3. District records did not always demonstrate that the District conducted required searches of the names of prospective school volunteers against the applicable registration</p>										



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information for sexual predators and sexual offenders or had obtained appropriate background screening. (See AG Audit Report)

Massaro - There is no doubt in my mind that you are a very professional leader, who utilizes the team building concept to achieve district goals. As I have watched you lead, over these past 2.5 years, I can't help to notice how you use every cabinet members strength to meet district needs. With numerous operations changes always coming down from Tallahassee, you first obtain all the details necessary, develop a sound resolution that fits the district needs, and then works diligently to develop a team approach. Allowing your cabinet and top building administrators to work with you and develop solutions. You always keep all school board policies in mind and make certain every action taken meets adopted policies and protocols regarding facilities, curriculum, instruction, student services, personnel, budget, and business affairs. Often the current school board has had to look to you for guidance in how to progress on many issues. Finally, it is important to note that Flagler Schools passed with flying colors the School Accreditation process, plus received "clean" audits for Florida, with one minor issue on our Federal report regarding FTC.

Much of your work this year has been to establish new necessary proceeds that were never developed by previous superintendents. Still today you are finding district weaknesses that require attention to bring the district where it should be in 2023.



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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:										
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Comments	<p>The Assessor’s Comments regarding the rating of this goal. Comments are required for a rating of 2 or below.</p> <p>Chong -</p> <p>Conklin - Cathy keeps the Board updated with ongoing academic reports on a quarterly basis. She has also a Superintendent update at each of our school Board meetings.</p> <p>Furry -</p> <p>Hunt - The Board, parents/guardians, and the public, including community partners, continue to ask for more specific and measurable goals and a clear tracking and communication of progress. I have also both publicly and privately asked for more root cause analysis to inform policy, needed changes, and initiatives to drive improved outcomes. I have appreciated the staff who have brought infographics to the board meetings. This must continue to improve. Board members, parents/guardians, and the community need timely and relevant information, prepared and presented in a way that all can easily understand.</p> <p>Massaro - As we move completely away from pandemic restraints, closing all achievement gaps is pivotal. FDOE’s brand new standards, new curriculum and new testing will make it difficult to understand where our district stands academically and what achievement goals have been met, for there will be no past scores to compare our results to. As we embark onto this new frontier, I believe you have made every effort to keep the school board informed of student achievement at every school, as well as with iFlagler. School Board members received FAST ELA and Math progress monitoring data this past February. Unfortunately, we will not see the end of the school year results and where our students finish until June. The recent School Improvement Plan Reports makes me optimistic about over all academic growth and improvements with our student working on grade level or above in both ELA & Math. I am also hopeful that our graduation rate will remain high and we will increase the number of students graduating with some type of CTE industry certification.</p>										



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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>Chong Conklin Furry Hunt Massaro</p> <p align="center"> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="4"/> <input type="text" value="3"/> <input type="text" value="4"/> </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>Chong -</p> <p>Conklin - As mentioned previously, Cathy has come across gaps in procedure and or a lack of procedures for a variety of issues. As she does, she has made it a priority to address any necessary changes. Clean up and tighten procedures guidelines and policies. This issue is often out of the hands of a Superintendent and even school board members to a degree. Many of our policies that are adopted by the board as based on revisions to federal/state statues or new legislation adopted. The last three years have been exceptionally challenging for any school superintendent. Radical and political legislative initiatives and statues have lite our district on fire. As a new Superintendent Cathy continues worked overtime to keep not only the school board but the entire district focused on student achievement. It unfortunate that things have become so politicized and education is being used in this way. I appreciate her efforts to keep her team and her focused on being the instructional leaders of the district and thereby setting an example for the rest of the district to follow. It is my hope that the Board will do the same</p> <p>Furry -</p> <p>Hunt - The Superintendent drives much of the Board's agenda and effectiveness. Parents/guardians and staff are calling for the Board to do more which has been difficult with very packed agendas including items that should not have been prioritized above more important topics. The superintendent has informed me of her plan to correct this. I hope to see better structure, follow-up, and follow-through going forward so that the Board can better review existing policies and create any needed.</p> <p>Massaro - Within Flagler Schools, I believe the majority of this responsibility lies with the job description/contract of our school board attorney, and not the superintendent. However, I do believe that both you and the SBA must collaborate and be certain every policy addition and modification are fully supporting laws written and passed affecting schools, to the best of your capabilities. All Federal and State laws must be adhered to, and federal laws always supersedes state laws.</p>



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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>Chong Conklin Furry Hunt Massaro</p> <p align="center"> 5 4 3 3 5 </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>Chong -</p> <p>Conklin - Cathy has been steadfast in planning for growth; examining the financing necessary and proposing a variety of solutions to deal with the ongoing growth in the county.</p> <p>Furry -</p> <p>Hunt - I have received mixed feedback about the superintendent’s leadership and community partnership on district growth needs. This is an area where greater innovation, partnership, and trust are needed.</p> <p>Massaro - The Chief Facility Officer is critical in supervising and maintaining the district’s 5 year plan, under your supervision and direction. Appropriately designating repairs, in a timely and cost-efficient manner, and recommending necessary renovations to maintain district facilities is pivotal to continued usage of secure and safe building structures.</p> <p>As we continue growth, within Flagler County, obtaining the necessary impact fees, to meet projections was crucial. We must be able to obtain the necessary funding and bonds to build a new high school, and middle school in the near future. The Matanzas expansion will help greatly level out the population in our two high schools. However, a new population study is necessary, to see the projections on just how many seats the district we need in years to come. Hopefully our new impact fees will help cover some of the expenses, and that we can identify land to sell and purchase to meet our needs.</p>



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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	<p>The Assessor’s Rating of Impact/Rapport Building.</p> <p>Chong Conklin Furry Hunt Massaro</p> <p align="center"> 3 4 3 3 4 </p>
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Comments	<p>The Assessor’s Comments regarding the rating of Impact/Rapport Building. Comments are required for a rating of 2 or below.</p> <p>Chong - I received lots of feedback that staff would like to see you on campuses more, and also build relationships with school staff and admin.</p> <p>Conklin - This is the one area that continues to provide an opportunity for tremendous growth for Cathy. She is a delight one on one. She is warm, welcoming and engaged. In public this side of Cathy often gets lost and doesn't translate for the benefit of the public or other community stakeholders. This is an area that Cathy has worked this year to improve as mentioned previously through her Superintendent board updates, weekly email updates, Superintendent e-news and she understands the importance and value of sharing who she really is with everyone else in our community. It is understandable in many ways that this is a challenge for her. Even though this may be her third year as Superintendent she is still new to the role. She has recognized that the role requires more than having a focus on student achievement. This of course, is critical in her role and to the success of the district as a whole. However, nothing will be accomplished without the connection to our staff and community. People need to know they are part of the team or "Flagler Family"; that they are valued, respected and cared for. I believe Cathy knows and understands this at her core and will continue to push herself well beyond her comfort zone to ensure those who need to know that, know that. I have no doubt she will grow into this aspect of the role of a Superintendent.</p> <p>Furry - I have had many of the staff tell me that the Superintendent does not visit school sites enough. The business community has collectively been very outspoken of their disapproval of the Superintendent.</p> <p>Hunt - Marking this as satisfactory as I don’t know the expectation that was set with the superintendent. Going forward, I would expect Superintendent Mittelstadt to meet one-on-one with all principals more frequently. I would also expect a more collaborative and congenial relationship with the Chamber of Commerce and other business and community leaders.</p>
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Massaro - At this point, I believe you have finally found a strong administrative team to run all of our schools. At this time, you must limit making any staffing changes and let everyone grow into their own buildings and build upon them. I firmly believe Growth and Sustainability are based on consistency. Changing administrators every year does not contribute to a good school climate. Hopefully, the new appointments will remain constant for at least three years, allowing the students, families and staff time to obtain steady footings and develop building pride. Visibility and accessibility are two main attributes to a great leader. The more people see and interact with you, in different environments the stronger you become. It is virtually impossible to be everything to everyone. However, I feel you have been building a strong foundation to support the district's strategic plan. Now, the time has come to strengthen associations with all staff, students, families and communities. As for skilled in conflict resolutions, I feel you have been working hard in developing this skill. Often, in this crazy count it is hard to reach consensus on anything, but you have polished your skills and headed in the right direction in gaining approval and respect.



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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;"> Chong Conklin Furry Hunt Massaro 3 4 3 3 4 </p>
Comments	<p>The Assessor’s Comments regarding the rating of Integrity. Comments are required for a rating of 2 or below.</p> <p>Chong - 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> <p>Conklin – Cathy is consistent in her ethics, personal and professional conduct. You kind of always know what you are going to get. Overall, given the circumstances she has maintained her composure and self discipline on numerous occasions and stayed focused on student achievement.</p> <p>Furry - I have a problem with (B). IT is not a matter of trust but openness seems to be a challenge. In my communications with the Superintendent her responses seem guarded and calculated.</p> <p>Hunt - While I appreciated Superintendent Mittelstadt taking the Board through Capturing Kids Hearts exercises, she has now been in her role for what may be two back-to-back dysfunctional boards. IT is my opinion that the superintendent sets the tone for both the district and Board. Because Ms. Mittelstadt is more guarded, I believe this negatively impacts trust and openness on the Board and across the District.</p> <p>Massaro - You are the most professional leader I personally have ever worked with. It has taken me two years to understand you and to be comfortable working with you. I realize you are reluctant to let your guard down with anyone but you must make the effort to gain the appreciation and respect of your building, staff. Without a doubt you constantly demonstrate cool, calm and collected demeanor, as well as ethical, personal, and professional conduct. However, the trust with new school board members is shaky at best, and must be improved. If I can offer any suggestions, you need to lighten up. I have seen you be the warm and fuzzy person many individuals need and want. Get out of the office, visit your schools, talk to administrators and staff, build every relationship, and I guarantee only good things will result for you and Flagler Schools. Finally, I believe you ALWAYS have the best interest of our students and staff in mind when working with the Board.</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.

Chong Conklin Furry Hunt Massaro

5
 4
 3
 2
 5

Comments

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

Chong - I do believe you pursue excellent work standards.

Conklin - School districts across the country are dealing with this issue. Cathy has worked hard to build a leadership team that reflects Flagler's high expectations and standards. She has had to make very difficult decisions on putting the right people in the right seats. This takes tremendous courage and foresight with the intent on great sustainability.

Furry - I have an issue with (B). While I have no complaints about our personnel at the moment or their integrity, the Superintendent has had past challenges with key management position choices that were later reassigned which caused disruption and distraction within Flagler Schools and the community. There is also looming legal action as a result of the Superintendent's decisions.

Hunt - This is a big area of concern. Superintendent Mittelstadt possesses many great attributes; however, the role of Superintendent of Flagler Schools requires strong business acumen and leadership courage due to the district's needs. We are not in a maintenance phase; we need a well-rounded leader to help lift and grow. There are skill gaps that need to be developed.

Massaro - The new Strategic Plan is solid and well supported in your self-evaluation. Having all staff utilize this plan will enhance all district outcomes. Finally, you have a great staff in place that is capable of advancing Flagler Schools. Now the time has come to work with each of them to support our Strategic Plan. Use the Capturing Kids Hearts theory with every district staff member. Show them you care for them as a person, not just an employee. Once you establish a caring relationship their individual support will blossom and productivity grow. Only by working together with each administrator, can you raise student achievement paying particular attention to our Students with Disabilities, our Black and African Students and Disadvantaged Students.



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Summary

General Overview and Comments

Conklin - As the state of Florida implemented new learning standards and new assessment tools, Cathy and her team have implemented a number of initiatives to assist teachers and students in this transition. This includes a redo of all professional development, guides for all academic procedures and an expansion of summer acceleration. All with the intent to address the new standards and assessments being utilized in addition to COVID gap that exists for many of our students who are still trying to catch up for lost time. She has helped lead us successfully through several challenging initiatives and opportunities. The following are just a few. 1/2 penny Sales Tax renewal; creating a new Citizens Oversight Committee to be accountable to the taxpayers; obtaining buy-in from local municipalities; working through the revisions of the interlocal agreement with the county and cities; construction of the expansion of Matanzas High School; establishing protocols and procedures to align with the Parent's Bill of Rights Act; Rezoning; Realigning our schools grades K-6 to a K-5 and 6-8; and COVID. She has worked with local businesses to develop and support programs that may meet the needs of our local workforce. She has partnered to provide local businesses school tours.

She has guided our district through the accreditation process. She is committed to examining our ESE program through the development of the Students with Disabilities Project to Close the Achievement Gaps. She has revitalized staff and administration through the adoption of professional development opportunities and the Capturing Kids Hearts initiative.

Cathy has tackled some of the most challenging issues and concerns facing school districts today. She has addressed them head-on and remained laser focused on student achievement. She has demanded and supported her instructional leaders to do the same. While she may not be warm and fuzzy, I certainly appreciate her focus and relentless drive to elevate student success in Flagler County.

Furry - This evaluation comes at a unique time as it lines up with the renewal of the Superintendent's Contract. While this evaluation may lend to the decision of whether to renew or extend the Contract, we all must remember that these are two separate efforts. This evaluation would have taken place regardless of the contract renewal and it is intended to help the Board achieve a new baseline to help guide the Superintendent in the new fiscal year. There are many other factors to evaluate when renewing a contract that are not within the scope of this evaluation. My evaluation is based on the data available to me today. Superintendent Mittelstadt seems dedicated to her position and has a kind and professional demeanor. I see that her strengths are in establishing processes and systems. Her leadership style is more positional than persuasive. Based on my on-on-one interview I do have concerns with her ability to navigate the future of education in Florida after the passing of HB1. Flagler Schools needs a visionary leader who will embrace the future of school choice and be ready to compete in the new education marketplace that is ahead of us. The status quo will no longer do. I am extremely concerned with the handling of our exceptional students with behavioral issues and the enforcement of disciplinary policy across the school district. Our reading proficiency percentages are alarming.



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

Massaro - We have now worked 2.5 years together and have survived many highs and lows along the way. As the Board Chair, I am committed to support the District mission and the strategic plan. Now is the time to stress finishing strong with ALL staff! Continuing to work together we can make Flagler Schools everything it should be and of course achieve Academic Excellence!
