

Dr. Steve Gallon III, Board Member

**SUBJECT: ANNUAL PERFORMANCE PLANNING, ASSESSMENT, AND EVALUATION**

**COMMITTEE: PERSONNEL, STUDENT, SCHOOL, AND COMMUNITY SUPPORT**

**LINK TO STRATEGIC BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS, AND STAFF**

The Miami-Dade County Public Schools is committed to the highest levels of accountability, performance, and continuous improvement. In doing so, it realizes that an important component of ensuring the overall performance of the school district, the achievement of clearly defined and measurable organizational goals, and the continuous improvement of student learning and closing of the achievement gap, is to establish, implement, monitor, and evaluate the performance of school and district leaders, and related employees and staff.

Revised

Research and best practices have both consistently concluded that performance evaluations are one of the most important communication tools an organization can use and benefit both the employee and employer. In highly effective schools, school districts, and organizations that are committed to the continuous growth and improvement of their employees, evaluations are consistently done and are usually completed at the end of the year. In fact, in M-DCPS, annual evaluations, as used with teachers, principals, school and district leaders, and employees, not only to provide a means and mechanism to comply with state statutes and district policies, but as an invaluable opportunity to provide feedback, recognize and commend quality performance, and through open, honest and genuine dialogue, set clear expectations for future job performance. Evaluations provide a time to have candid conversations about professional performance and district goals and objectives.

Revised

Deleted

This item seeks to ensure that any and all provisions governing the evaluation of positions that report directly to the Board continue to be considered and individually implemented, as stipulated in each Employment Agreement regarding the same. This will ensure that the Board continues to demonstrate and model its commitment to the implementation of best practices, accountability, performance accountability, and continuous improvement with respect to those positions that report directly to the Board.

Revised

This item has been reviewed by the Board Attorney's Office for legal sufficiency.

**ACTION PROPOSED BY  
DR. STEVE GALLON III:**

That The School Board of Miami-Dade County, Florida continues to implement provisions outlined in applicable Board Policy, Florida state statutes, and existing Employment Agreements of the School Board Attorney, Chief Auditor, and Superintendent, and direct the School Board Attorney, Chief Auditor, and Superintendent to:

} Revised

1. Meet individually with Board members, if requested, to discuss Board Relationships and goal adjustments, and to advise of those areas of the job performance deserving of commendation and accolades, as well as discuss goals and objectives for the subsequent year;

} Revised

} Deleted

2. Submit to each Board member, if requested and as applicable, not later than thirty (30) days prior to June 1, a written self-assessment of performance in meeting the District goals.

} Revised

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