

Jon J.P. Fernandez

Superintendent of Education

January - December 2014 Evaluation



6th Guam Education Board

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January - December 2014 Evaluation Summary

Goals and Objectives Summary

Goal 1	Indicator	1.1	1.2	1.3	Total 1.1-1.3	SSP 1.1	SSP 1.2	SSP 1.3	SSP 1.4	SSP 1.5	SSP 1.6	Total SSP	Wghtd Total
	Points	28.3	28.2	28.3	28.3	24.0	23.0	23.0	23.0	25.0	25.0	23.8	27.2
	Average	4.0	4.0	4.0	4.0	3.4	3.3	3.3	3.3	3.6	3.6	3.4	3.9

Goal 2	Indicator	2.1	2.2	2.3	Total 2.1-2.3	SSP 2.1	SSP 2.2	SSP 2.3	Total SSP				Wghtd Total
	Points	28.3	28.0	29.0	28.4	24.3	26.0	26.0	25.4				27.7
	Average	4.0	4.0	4.1	4.1	3.5	3.7	3.7	3.6				4.0

Goal 3	Indicator	3.1	3.2	3.3	Total 3.1-3.3	SSP 3.1	SSP 3.2	SSP 3.3	Total SSP				Wghtd Total
	Points	28.0	29.0	31.0	29.3	28.0	27.0	28.0	27.7				28.9
	Average	4.0	4.1	4.4	4.2	4.0	3.9	4.0	4.0				4.1

Goal 4	Indicator	4.1	4.2	4.3	4.3	Total 4.1-4.4	SSP 4.1	SSP 4.2	SSP 4.3	SSP 4.4	Total SSP		Wghtd Total
	Points	26.0	31.0	30.3	28.0	28.8	25.3	26.1	26.0	29.0	26.6		28.3
	Average	3.7	4.4	4.3	4.0	4.1	3.6	3.7	3.7	4.1	3.8		4.0

Goal 5	Indicator	5.1	5.2	5.3	5.4	Total 5.1-5.4	SSP 5.1	SSP 5.2	SSP 5.3	SSP 5.4	Total SSP		Wghtd Total
	Points	29.1	30.3	31.3	26.1	29.2	30.3	27.1	27.4	28.1	28.2		29.0
	Average	4.2	4.3	4.5	3.7	4.2	4.3	3.9	3.9	4.0	4.0		4.1

Duties and Responsibilities Summary

D/R 2	Indicator	2.1	2.2	2.3	Total
	Points	31.1	29.4	29.0	29.8
	Average	4.4	4.2	4.1	4.3

D/R 3	Indicator	3.1	3.2	3.3	Total
	Points	29.0	27.0	28.0	28.0
	Average	4.1	3.9	4.0	4.0

D/R 8	Indicator	8.1	8.2	8.3	Total
	Points	31.0	29.0	28.0	29.3
	Average	4.4	4.1	4.0	4.2

Goals Summary

Overall Goals
Average Score
4.0

D & R Summary

Overall Duties
Average Score
4.2

Overall Performance Summary

Average Score	
Goals and Objectives	4.0
Duties & Responsibilities	4.2
Weighted Total	4.1

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Goals and Objectives January - December 2014 Evaluation

Indicator		Voting Members								Total	
		1	2	3	4	5	6	7	8	Points	Average
Goal 1	1.1. Adopt and implement high academic standards for all students aligned with college and career readiness expectations.	2.3	5	4	5	4	B	4	4	28.3	4.0
	1.2. Provide all students with equitable access through a variety of programs and opportunities to achieve the standards in 1.1.	2.2	5	4	5	5	B	4	3	28.2	4.0
	1.3. Develop and implement frameworks to collect stakeholder input (students, parents, teachers, etc.) to establish district-wide goals and objectives.	2.3	5	4	5	4	B	5	3	28.3	4.0
	Total Goals 1.1-1.3	2.3	5.0	4.0	5.0	4.3		4.3	3.3	28.3	4.0
	SSP 1.1. By year 2020, the GDOE will have a cohort graduation rate of at least 80%.	1	4	4	5	4	B	3	3	24	3.4
	SSP 1.2. By year 2020, at least 80% of HS students will be proficient in English Language Arts and Math as measured by the District state-wide assessment.	1	4	4	4	4	B	3	3	23	3.3
	SSP 1.3. By year 2020, at least 80% of HS students will be proficient in Science and Social Studies as measured by the Department's state-wide assessment.	1	4	4	4	4	B	3	3	23	3.3
	SSP 1.4. By year 2020, the percentage of public school students testing into remedial reading and math courses at UOG and GCC will be less than 30%.	1	4	4	4	4	B	3	3	23	3.3
	SSP 1.5. By year 2016-17, all graduating seniors will score a bronze or higher on the ACT Work Keys Assessment (or equivalent work readiness assessment) with at least 50% scoring Gold or higher.	1	5	5	4	4	B	3	3	25	3.6
	SSP 1.6. By year 2016-17, at least 50% of the students taking an Advanced Placement (AP) exam will receive a passing score. By year 2019-2020, at least 80% will receive a passing score.	1	5	5	4	4	B	3	3	25	3.6
Total Goals SSP 1.1-1.6	1.0	4.3	4.3	4.2	4.0		3.0	3.0	23.8	3.4	
Weighted Goal 1 Score		2.0	4.8	4.1	4.8	4.3		4.0	3.3	27.2	3.9

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Goals and Objectives January - December 2014 Evaluation

Indicator		Voting Members								Total	
		1	2	3	4	5	6	7	8	Points	Average
Goal 2	2.1. Develop a system-wide curriculum framework to guide schools with the on-going improvement of their programs.	1.3	5	5	5	5	B	4	3	28.3	4.0
	2.2. Implement district-wide assessment processes to monitor student progress and implement intervention systems to support the range of students' abilities.	1	5	5	5	4	B	4	4	28	4.0
	2.3. Implement a student data collection framework for monitoring progress.	1	5	4	5	5	B	5	4	29	4.1
	Total Goals 2.1-2.3	1.1	5.0	4.7	5.0	4.7		4.3	3.7	28.4	4.1
	SSP 2.1. By year 2020, at least 80% of students at each grade level will be proficient in English Language Arts, Math, Science and Social Studies as measured by the Department's state-wide assessment.	1.3	5	4	4	4	B	3	3	24.3	3.5
	SSP 2.2. By year 2020, at least 80% of students in grades K-8 will reach benchmark in Reading and Math as measured by Department's interim assessments.	1	5	5	4	5	B	3	3	26	3.7
	SSP 2.3. By year 2020, at least 80% of students will be receiving a passing semester grade in Reading, Language Arts, Math, Science and Social Studies.	1	5	5	4	5	B	3	3	26	3.7
	Total Goals SSP 2.1-2.3	1.1	5.0	4.7	4.0	4.7		3.0	3.0	25.4	3.6
Weighted Goal 2 Score		1.1	5.0	4.7	4.8	4.7		4.0	3.5	27.7	4.0

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Goals and Objectives January - December 2014 Evaluation

Indicator		Voting Members								Total	
		1	2	3	4	5	6	7	8	Points	Average
Goal 3	3.1. Implement performance evaluation programs for all employees.	1	5	4	4	5	B	5	4	28	4.0
	3.2. Establish system-wide professional development programs based on results of student achievement and results of employee evaluations.	1	5	5	5	5	B	4	4	29	4.1
	3.3. Implement internal training programs for all personnel on requirements and expectations in policy, procedure and mandate both locally and federally.	1	5	5	5	5	B	5	5	31	4.4
	Total Goals 3.1-3.3	1.0	5.0	4.7	4.7	5.0		4.7	4.3	29.3	4.2
	SSP 3.1. By SY 2015-16, 100% of GDOE Instructional Personnel will be participating in annual professional development program appropriate to their job duties designed to enhance their current skills as well as to provide opportunities for growth.	1	5	5	4	5	B	3	5	28	4.0
	SSP 3.2. By SY 2016-17, 100% of GDOE Instructional Personnel will be evaluated through an instrument appropriate to their job duties that allows for both a formative and summative evaluation of their performance.	1	5	5	4	5	B	3	4	27	3.9
	SSP 3.3. By SY 2017-18, 100% of GDOE Instructional Personnel will rate satisfactory or better as rated on their respective evaluation tool.	1	5	5	5	5	B	3	4	28	4.0
	Total Goals SSP 3.1-3.3	1.0	5.0	5.0	4.3	5.0		3.0	4.3	27.7	4.0
	Weighted Goal 3 Score	1.0	5.0	4.8	4.6	5.0		4.3	4.3	28.9	4.1

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Goals and Objectives January - December 2014 Evaluation

Indicator		Voting Members								Total	
		1	2	3	4	5	6	7	8	Points	Average
Goal 4	4.1. Monitor district data base of work orders and citations to ensure schools are appropriately maintained and are able to pass regulatory inspections.	1	4	3	5	5	B	4	4	26	3.7
	4.2. Assess school facilities and prioritize areas of concern in order to meet the mandates of PL 28-45.	1	5	5	5	5	B	5	5	31	4.4
	4.3. Review and update Board policies and procedures that relate to student health and safety.	1.3	5	5	5	4	B	5	5	30.3	4.3
	4.4. Implement and maintain programs that promote safe and healthy school environments.	1	4	4	5	5	B	4	5	28	4.0
	Total Goals 4.1-4.4	1.1	4.5	4.3	5.0	4.8		4.5	4.8	28.8	4.1
	SSP 4.1. By SY 2016-17, all schools will have a discipline rate of 15% or less.	1.3	4	4	5	4	B	3	4	25.3	3.6
	SSP 4.2. By SY 2015-16, all schools and related services will have a perception survey that measures stakeholders perception of the extent to which they are safe, positive and supportive.	1.1	4	5	5	4	B	3	4	26.1	3.7
	SSP 4.3. By SY 2016-17, all schools and related services will rate at least satisfactory on their respective stakeholder perception survey.	1	4	5	5	4	B	3	4	26	3.7
	SSP 4.4. All schools and divisions will meet the requirements of all regulatory agencies for a safe environment.	1	5	5	5	5	B	3	5	29	4.1
	Total Goals SSP 4.1-4.4	1.1	4.3	4.8	5.0	4.3		3.0	4.3	26.6	3.8
Weighted Goal 4 Score		1.1	4.4	4.4	5.0	4.6		4.1	4.6	28.3	4.0

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Goals and Objectives January - December 2014 Evaluation

Indicator		Voting Members								Total	
		1	2	3	4	5	6	7	8	Points	Average
Goal 5	5.1. Utilize technology to maximize accountability, communications and operational effectiveness.	1.1	5	5	4	5	B	4	5	29.1	4.2
	5.2. Regularly survey stakeholders to identify areas that should be targeted for improvement and implement strategies to address those areas.	1.3	5	5	5	5	B	5	4	30.3	4.3
	5.3. Implement conservation measures for each school and district offices and actively review alternative processes that maximize the use of resources.	4.3	5	4	4	5	B	4	5	31.3	4.5
	5.4. Identify benchmarks to measure efficiencies and determine appropriate staffing levels.	1.1	5	4	4	5	B	3	4	26.1	3.7
	Total Goals 5.1-5.4	2.0	5.0	4.5	4.3	5.0		4.0	4.5	29.2	4.2
	SSP 5.1. By SY 2015-16, complete a thorough assessment of all financial and administrative functions and develop a management indicator system to regularly rate the overall effectiveness and efficiency of the department's management practices.	4.3	5	5	4	5	B	3	4	30.3	4.3
	SSP 5.2. By SY 2017-18, based on the department's management indicator system, the GDOE will achieve at least a satisfactory or equivalent rating overall. By 2020, the GDOE will receive the highest rating.	2.1	5	5	4	4	B	3	4	27.1	3.9
	SSP 5.3. By SY 2016-17, all support divisions will rate at least satisfactory on their respective stakeholder perception survey.	1.4	5	5	4	5	B	3	4	27.4	3.9
	SSP 5.4. By SY 2017-18, 100% of GDOE Support Personnel will rate satisfactory or better as rated on their respective evaluation tool.	2.1	5	5	4	5	B	3	4	28.1	4.0
	Total Goals SSP 5.1-5.4	2.5	5.0	5.0	4.0	4.8		3.0	4.0	28.2	4.0
Weighted Goal 5 Score		2.1	5.0	4.6	4.2	4.9		3.8	4.4	29.0	4.1

SUMMARY		Voting Members								Total	
		1	2	3	4	5	6	7	8	Average	
Total Weighted Scores Goals 1-5		1.4	4.9	4.5	4.7	4.7		4.0	4.0	4.0	

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Duties and Responsibilities January - December 2014 Evaluation

Indicator		Voting Members								Total	
		1	2	3	4	5	6	7	8	Points	Average
D/R 2	2.1. Establish Standard Operating Procedures to communicate new policies or changes of policies.	2.1	5	5	5	5	B	5	4	31.1	4.4
	2.2. Provide training for implementation of new policies, rules and regulations.	1.4	5	5	5	5	B	5	3	29.4	4.2
	2.3. Conduct periodic assessment of policy implementation.	1	5	5	5	4	B	5	4	29	4.1
D/R #2 Totals		1.5	5.0	5.0	5.0	4.7		5.0	3.7	29.8	4.3
D/R 3	3.1. Develop and implement Comprehensive Corrective Action Plan (CCAP).	1	5	4	5	5	B	4	5	29	4.1
	3.2. Enforcement of internal control mechanism and compliance monitoring system.	1	5	4	4	5	B	4	4	27	3.9
	3.3. Improve compliance with federal rules and regulations.	1	5	3	5	5	B	4	5	28	4.0
D/R #3 Totals		1.0	5.0	3.7	4.7	5.0		4.0	4.7	28.0	4.0
D/R 8	8.1. Ensure that school performance report cards are updated.	1	5	5	5	5	B	5	5	31	4.4
	8.2. Ensure that information for report cards from school principals are submitted to RPE for validation and follow-up commentary.	1	5	4	5	5	B	4	5	29	4.1
	8.3. Present school report cards to Guam Education Board for comments.	1	5	4	4	4	B	5	5	28	4.0
D/R #8 Totals		1.0	5.0	4.3	4.7	4.7		4.7	5.0	29.3	4.2

SUMMARY		Voting Members								Total	
		1	2	3	4	5	6	7	8	Average	
Total Scores D/R 2, 3 & 8		1.2	5.0	4.3	4.8	4.8		4.6	4.4	4.2	