

Results of Pioneer RESA Director Evaluation

Ratings and comments below are tabulated from responses of 13 Board of Control members in January, 2007.

Part I – Objective Evaluation Results

Performance Rating Scale
Rating Scale: 5 = Outstanding 4 = Good Performance 3 = Average Performance 2 = Below Average Performance 1 = Needs Improvement

Objective	Avg. Rating
1. Pioneer RESA will revise the Pioneer RESA employee evaluation process to add a goals component for the evaluation of all administrative and consultant staff members and link employee goals to the RESA Director goals and/or to the Pioneer RESA Annual Plan.	4.77
2. During FY07, Pioneer RESA will participate in and receive revenue from external funding sources not existing in FY05. The FY 07 revenue to Pioneer RESA from these new funding sources will exceed \$100,000.	4.69
3. Pioneer RESA will provide information and support forums for administrators and support staffs.	4.77
4. Pioneer RESA's program of training in best instructional practices and in implementation of the Georgia Performance Standards will be delivered to member systems and to Alpine program teachers.	4.54
5. For the calendar year 2006, there will be an increase in the number and volume of services delivered to four or more of the seven least served Pioneer RESA systems of 2005 as evidenced by specific services provided and service reports.	4.85
6. During the 2006 calendar year, the RESA staff will participate in the design, delivery, and/or evaluation of 10 or more system-specific programs/projects.	4.69
Objective	Avg. Rating
7. By October 2006, Pioneer RESA will implement an on-line system for participant feedback and evaluation of courses and workshops and establish baseline measures of course and workshop quality as the foundation for quality improvement in subsequent years.	4.62
8. By December 2006, Pioneer RESA will provide: a) on-line survey services to 10 or more schools and/or systems, b) four or more on-line professional learning events.	4.77
9. During 2006, Pioneer RESA will promote utilization of SREB Leadership Modules and annually report module utilization to the Board of Control.	4.50
10. Academic progress and attendance of Alpine program students will be	4.62

measured, tracked, and annually reported to the Pioneer RESA Board of Control.	
11. The RESA Director will document high quality and participation rates of the Pioneer RESA Summer Leadership Conference in reports to the Board of Control.	4.92
12. The RESA Director will demonstrate increased communication with and service to post-secondary institutions through numbers of cooperative programs involving post-secondary institutions.	4.54
13. The director will tabulate and annually report Cooperative Purchasing volume and savings to member systems.	4.77
14. Pioneer RESA will develop and implement a process by which administrators of RESA systems and schools will provide increased input to ETTC and Pioneer RESA technology services.	4.46
15. Pioneer RESA will develop and implement a process by which administrators of RESA systems and schools will evaluate and prioritize ETTC and Pioneer RESA technology services.	4.37
Objective	Avg. Rating
16. Pioneer RESA will deliver at least one major data service to every Pioneer RESA system by December, 2006.	4.85
17. Pioneer RESA will establish and support at least 20 “data rooms” or an equivalent data service to Pioneer RESA schools and/or systems by October, 2006.	4.77
18. Pioneer RESA will increase the offering frequency and attendance at GPS, curriculum, instructional strategy, and assessment training events during calendar year 2006 as compared to calendar year 2005.	4.85
19. Pioneer RESA will secure at least one major funding resource (\$300,000 or more) for Pioneer RESA and/or member systems by December, 2006.	4.62
20. Pioneer RESA will complete a review and update of the Pioneer RESA Policy Manual to include necessary recommendations to the Board of Control and adoption of new and/or revised policies by November, 2006.	4.69

Part II – Characteristic Evaluation Results

Characteristic / Behavior Rating Scale
5 = Demonstration of this characteristic is exceptional and exemplary. 4 = Demonstration of this characteristic meets expectations and is commendable. 3 = Demonstration of this characteristic is adequate and acceptable. 2 = Improvement of this characteristic is desirable. 1 = This characteristic is currently unsatisfactory and needs significant improvement.

Characteristic / Behavior	Avg. Rating	Score Range
1. The Director effectively manages the RESA budget and financial resources to the benefit of the member systems and schools.	4.9	4 - 5
2. The Director manages and leverages funds and other resources in a manner that provides good value to member systems and schools for local funds invested.	4.9	4 - 5
3. The Director represents the interests of the RESA and the region to state, regional, and national agencies and entities.	4.8	3 - 5
4. The Director communicates clearly and effectively with leaders of member systems and schools and with RESA users.	4.9	4 - 5
5. The Director is enthusiastic and aggressive in development, marketing, and delivery of RESA services.	4.9	4 - 5
6. The Director demonstrates integrity and honesty in communications and in management of the RESA.	5	5
7. The Director demonstrates knowledge and expertise in management of the RESA and interaction with RESA users.	4.8	4 - 5
8. The Director recruits and maintains a qualified and effective staff.	4.7	4 - 5
9. The Director motivates and directs the RESA staff to effectively meet the needs of member systems and schools.	4.7	4 - 5
10. The Director organizes the RESA’s departments, services, and staff in a manner that effectively meets the needs of member systems and schools.	4.9	4 - 5
11. The Director demonstrates creativity in use of resources and in development of RESA services.	4.8	4 - 5
12. The Director deals appropriately and honestly with difficult and challenging situations.	4.9	4 - 5
13. The Director exhibits and models a positive work ethic.	4.9	4 - 5
14. The Director monitors the effectiveness and value of RESA services to members and makes adjustments and changes as needed.	4.8	4 - 5
15. The Director is accessible to leaders of member systems, to school leaders, and to RESA users.	4.8	4 - 5
16. The Director develops and maintains mutually beneficial communications and partnerships with region’s public colleges, universities, and library system.	4.8	4 - 5

17. The Director maintains the RESA's focus on development and delivery of services that benefit member systems and schools.	4.9	4 - 5
18. The Director plans and conducts Board of Control meetings in a manner that effectively conducts RESA business and accommodates the needs of Board members.	4.6	3 - 5
19. The Director seeks and accepts directives from the RESA Board of Control and responds to suggestions from school and system leaders.	5	5