

**Pioneer RESA
2007 Director Evaluation Results**

Part I – Objective Evaluation Results

2007 Objective	Avg. Rating
1. Pioneer RESA will complete implementation of the employee evaluation process that was developed during 2006. This evaluation process will add individual performance goals to the evaluation instruments of professional staff that are linked to the RESA Director’s performance objectives and/or to action steps of the Annual RESA Plan.	4.92
2. Pioneer RESA will provide information, support forums, job-alike groups, and training events for administrators and support staffs.	4.8
3. 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.	4.92
4. For the calendar year 2007, 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 2006 as evidenced by specific services provided and service reports.	4.64
5. During the 2007 calendar year, the RESA staff will participate in the design, delivery, and/or evaluation of 10 or more system-specific programs/projects.	4.8
6. By November 2007, Pioneer RESA will implement an on-line system for participant feedback and evaluation of all courses carrying PLU credits.	4.71
7. There will be an increase in the percentage of Alpine Program students meeting or exceeding standard on CRCT in each academic area as compared to the previous year.	4.62
8. The RESA Director will document high quality and participation rates of the Pioneer RESA Summer Leadership Conference in reports to the Board of Control.	4.79
9. The RESA Director will demonstrate communication with and service to post-secondary institutions and to the library system by reporting cooperative programs involving these institutions to the Board of Control.	4.77
10. The quality of and user satisfaction with ETTC and RESA technology services will be increased as evidenced by reports of user feedback to the Board of Control.	4.77
11. Pioneer RESA will deliver at least one major data service to every Pioneer RESA system by December 2007.	4.79
12. The number of schools and systems utilizing Pioneer RESA data services will be increased as evidenced by the total number of data services users during 2007.	4.86
13. Pioneer RESA will secure at least \$300,000 in external grant funding for member systems and/or for RESA as evidenced by reports to the Board of Control.	5.0
14. Pioneer RESA will complete an 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 July 2007.	4.5

Part II – Characteristic Evaluation Results

Characteristic / Behavior	Avg. Rating
1. The Director effectively manages the RESA budget and financial resources to the benefit of the member systems and schools.	5.0
2. The Director represents the interests of the RESA and the region to state, regional, and national agencies and entities.	5.0
3. The Director communicates clearly and effectively with leaders of member systems and schools and with RESA users.	5.0
4. The Director is enthusiastic and aggressive in development, marketing, and delivery of RESA services.	5.0
5. The Director demonstrates integrity and honesty in communications and in management of the RESA.	5.0
6. The Director recruits and maintains a qualified and effective staff.	4.83
7. The Director motivates and directs the RESA staff to effectively meet the needs of member systems and schools.	4.83
8. The Director demonstrates creativity in use of resources and in development of RESA services.	4.92
9. The Director deals appropriately and honestly with difficult and challenging situations.	5.0
10. The Director exhibits and models a positive work ethic.	5.0
11. The Director is accessible to leaders of member systems, to school leaders, and to RESA users.	4.92
12. The Director develops and maintains mutually beneficial communications and partnerships with region's public colleges, universities, and library system.	4.83
13. The Director plans and conducts Board of Control meetings in a manner that effectively conducts RESA business and accommodates the needs of Board members.	5.0
14. The Director seeks and accepts directives from the RESA Board of Control and responds to suggestions from school and system leaders.	5.0