

Action	
A/S	Comment was accepted and supports the proposed policy
A/C	Comment was accepted and resulted in changes to the proposed policy
N	Comment was not accepted

DATE	COMMENTS	ACTION	RATIONALE
§126-143-1 General			
2021-06-29 15:05:08	George Michael Wells Superintendent Pleasants County Schools St. Marys WEST Evaluating a Superintendent should be a local process through the Board of Education. Goals and objectives are established and evaluated each year.	A/C	
2021-06-30 09:46:54	Deirdre Cline Superintendent Wyoming County Schools Pineville West While public input and collaboration is vital in a healthy school system, caution must be used regarding solicited feedback about the Superintendent. This focused request for feedback could elicit negative feedback from individuals with only negative feedback about the school system or the Superintendent. Additionally, Board members are very accessible to the public on a myriad of issues, already. Every BOE Agenda offers a public comment time, schools do yearly LSIC presentations, individuals often email our BOE members, BOE members are visible at sporting events and community events, and our BOE members take pride in receiving phone calls from the public. My concern with the public comment piece of this policy is that a group or individual may be angry over one decision or one issue and this piece gives them a platform that is unbalanced in regard to the overall performance of the Superintendent. The Board of Education is elected by the citizens, and they are accessible to the citizens, currently. I am employed by the Board of Education and this piece should be in the hands of the Board of Education. Sometimes, Superintendents have to make decisions, especially about personnel, that are bound by confidentiality, and the whole story can not be told, often times leading to at least short term and	A/C	

		<p>superficial negative feelings toward a Superintendent. Superintendents often must make decisions that are not popular, at least in the short term, and this part of the policy could inhibit a Superintendent from making those hard, sometimes courageous, decisions that should/must be made in service to children, the school system, and BOE that we serve.</p> <p>The Superintendents goal regarding academic achievement is already an important part of goal setting, each year, for the Superintendent and the school system. The academic achievement goal should be a relevant part of the Strategic Plan, submitted July 1, for our school system.</p>		
2021-06-30 15:46:59	Dawn Petrovich Superintendent Hancock County New Cumberland WV	School board members have multiple ways to obtain feedback from the public regarding the operation of the school system, including the performance of the superintendent. These methods include: 1) the public comment period at any board meeting, 2) LSIC meetings before the Board, 3) emails to board members, 4) at sporting/school events, 5) at community events, etc. Caution should be exercised about how public input is solicited for the superintendents evaluation so as not to attract only those with negative options about school issues. It is often only these individuals that respond when encouraged to do so.	A/C	
2021-07-06 07:05:41	John G. Hudson Superintendent Putnam County Schools Winfield West	<p>I served on the committee responsible for making edits to Policy 5309 and, at no time was part of a conversation that included 5.1.b.1.</p> <p>School Board members currently have multiple ways to obtain feedback from the public in general regarding the operation of the county school system, including the performance of the superintendent. Current methods include, but are not limited to the following: Public comment period at any board meeting, LSIC meetings before the local Board, emails to board members, functions such as sports and school events and community</p>	A/C	

		<p>functions. Caution should be exercised about how the public input is solicited for the superintendents evaluation so as not to attract only those with negative opinions about school system issues. Often, these individuals respond when encouraged to do so.</p> <p>The superintendents goal regarding academic achievement should be derived form the county strategic plan, which is due by July 1 of each year, rather that added to the strategic plan after the start of the school year when the superintendents goals are established.</p>		
§126-143-2 Purpose				
2021-06-29 15:05:08	George Michael Wells Superintendent Pleasants County Schools St. Marys WEST	Goals and objectives are established and evaluated at the end of each year for each individual county and their unique needs.	A/C	
§126-143-4 Evaluation Processes for School Year 2022-2023 and Subsequent Years				
2021-06-29 13:59:29	David Price Superintendent Raleigh County Schools Beckley WV	T		
2021-06-30 10:27:32	Scott Cochran Superintendent Webster County Board of Education Webster Springs WV	The evaluation process should be centered around the Superintendents agreed upon and established goals for the school year without including thoughts and input from upset or unhappy community members.	A/C	
2021-06-30 13:12:52	Bondy Shay Gibson Superintendent Jefferson County Schools Charles Town WEST	The public input process should certainly be made as transparent and as accessible as possible. School board members currently have a vast number of feedback mechanisms from the public. Adding additional ones can certainly be done, but needs to be manageable as the staff are the ones who have to put in place and monitor and process data from any new information source. Soliciting feedback should be done in a balanced manner. An all call to simply ask how	A/C	

		the citizens feel is unlikely to be as productive because the overwhelming response to those types of inquiries are usually negative. Just like this forum for feedback. You don't have folks right and say it is perfect. You have folks write to disagree. The ideal would be to have feedback tied to specific events. For instance, school opening and have parents log in and check their performance rating. Athletic events have them log in and check. Parents across a whole spectrum are there and you end up with several measures across the year rather than a one-time shot that will likely be more of a rant session.		
§126-143-5 Required Criteria				
2021-06-16 08:57:25	Joetta Basile Superintendent Monroe County Schools Union West	5.1.a.1 While the goals of the superintendent and county strategic plan go hand in hand, the actual superintendent performance evaluation goal should be a performance evaluation tool and not a strategic plan goal. 5.1.b.1 Why would we ask citizens and community members to be part of the evaluation process for superintendents without proper training? This is asking for upset parents, perhaps due to discipline issues or truancy issues to be included in a superintendent's evaluation. I do not believe this is fair to the superintendent. Parents and community members can voice any concerns they may have during public comments or delegations at board meetings.	A/C	
2021-06-19 13:16:57	Blaine Hess Superintendent Jackson County Schools Ripley WV	5.1.a.1 - While a goal for student well-being and achievement are appropriate to include in the Superintendent's goals, it appears to be that the process addressed in 5.1.a.1 is backwards. The County Strategic Plan is due to the WVDE on July 1, and the deadline to establish the Superintendent's goals is September 15. A preferred method would be to require that these goals, from the Strategic Plan, will be included as a goal for the Superintendent.	A/C	
2021-06-19 13:29:49	Blaine Hess Superintendent Jackson County Schools Ripley WV	5.1.a.1 There are ample ways, already available throughout the year, for school board members to receive input from educational stakeholders regarding the superintendent's performance. Each school board meeting provides an element for public comment,	A/C	

		Local School Improvement Councils, school administrators, and staff have numerous opportunities to address concerns to the BOE. These interactions occur over the course of the year and give the BOE a sense of balance as to the performance of the superintendent. Ultimately, the citizens have the ability to vote in BOE elections to indicate their satisfaction, or dissatisfaction, with the school system and its leaders. Public input, at the time of an evaluation, rather than over the course of time, could bring other factors, or current controversies, into play rather than just the superintendents performance.		
2021-06-29 13:59:29	David Price Superintendent Raleigh County Schools Beckley WV	The process of evaluating the Supt. is a local process directed by code that At a minimum require the Supt. and county board establish written goals /objectives for the County Supt. to accomplish within a specified amount of time. WV Code requires goals/objectives to be established that will demonstrate success in improving student achievement across the district and specifically of low performing schools. 5.1.a.1 requiring the goal addressing student success and well being including the required student achievement goal, must be incorporated into the county strategic plan. A goal of addressing student achievement is already in county strategic plans and is data driven not Superintendent Evaluation driven.	A/C	
2021-06-29 15:05:08	George Michael Wells Superintendent Pleasants County Schools St. Marys WEST	Its the goal of each school system to "increase student achievement." This can be evaluated each year by the GSA, ACT scores, and other measures; which is already in place.	A/C	
2021-06-30 10:27:32	Scott Cochran Superintendent Webster County Board of Education Webster Springs WV	The requirement of public input as part of the superintendents evaluation process could have a negative impact on the overall process. Board Members obtain communication from the public as it relates to the overall success of the schools on a daily basis from community members.	A/C	

<p>2021-06-30 11:07:10</p>	<p>Carolyn Falin Superintendent McDowell County Schools Welch West</p>	<p>5.1.a.1. The superintendents goal regarding academic achievement and other goals should mirror the county strategic plan, which is due July 1.</p> <p>5.1.b.1 School board members already have various ways to obtain feedback from the public regarding the operation of the school system, including the performance of the superintendent. These methods include: 1) the public delegation period at any board meeting, 2) LSIC meetings before the Board, 3) emails/phone calls to board members, 4) at sporting/school events, 5) family advisory council meetings, 6) webpage electronic suggestions box, 7) at community events, etc. The board regularly receives comments concerning my performance and conveys that information during my evaluation conference. Caution should be exercised about how public input is solicited for the superintendents evaluation so as not to attract only those with negative options about school issues. It is often only these individuals that respond when encouraged to do so.</p>	<p>A/C</p>	
<p>2021-06-30 13:12:52</p>	<p>Bondy Shay Gibson Superintendent Jefferson County Schools Charles Town WEST</p>	<p>There are inherent difficulties in the timing of evaluation and the reporting of performance data. Evaluations must be complete by June 30th and it is rare that data is received prior to that date, much less in time to process meaningful reporting comparisons.</p> <p>In particular, we do not currently receive the data in a format that the state provides comparisons for us. For example, I have to contact Cabell or Mon or Kanawha to get their data and create my own comparison sheet. Some of the Supts go on their own and just log into every separate one and put together a comparison sheet. It would be great if the WVDE would do that for us (not to put more work on them, they need more WVEIS staff desperately).</p>	<p>A/C</p>	
<p>2021-07-01 08:26:51</p>	<p>Stephen L. Wotring Superintendent</p>	<p>School board members have multiple ways to obtain feedback from the public regarding the operation of the school system, including the performance of the superintendent. These methods include: 1)</p>	<p>A/C</p>	

	Preston County Schools Kingwood WV	the public comment period at any board meeting, 2) LSIC meetings before the Board, 3) emails to board members, 4) at sporting/school events, 5) at community events, etc. Caution should be exercised about how public input is solicited for the superintendents evaluation so as not to attract only those with negative options about school issues. It is often only these individuals that respond when encouraged to do so.		
2021-07-02 08:31:57	Christine Miller Superintendent Taylor County Board of Education Grafton WV	<p>School board members have multiple ways to obtain feedback from the public regarding the operation of the school system, including the performance of the superintendent. These methods include: 1) the public comment period at any board meeting, 2) LSIC meetings before the Board, 3) emails to board members, 4) at sporting/school events, 5) at community events, etc. Caution should be exercised about how public input is solicited for the superintendents evaluation so as not to attract only those with negative options about school issues. It is often only these individuals that respond when encouraged to do so.</p> <p>The superintendents goal regarding academic achievement should be derived from the county strategic plan, which is due July 1, rather than added to the strategic plan after the start of the school year when the superintendents goals are established.</p>	A/C	
2021-07-06 15:24:30	Kristen Tuttle Superintendent Morgan County Schools Berkeley Springs WV	<p>School board members are able to obtain feedback from the public in a variety of different ways regarding the operation of the school system and the performance of the superintendent. This includes through public comments at board meetings, LSIC meetings before the Board, emails to BOE members, at school, sporting and community events, etc. When public input is simply solicited, we often only hear from individuals that have negative opinions about the school system. These opinions are often one sided and based on one small piece of the many duties of the superintendent.</p> <p>The superintendents goal regarding academic achievement should</p>	A/C	

		be derived from the county strategic plan, which is due July 1, rather than added to the strategic plan after the start of the school year when the superintendents goals are established.		
2021-07-11 15:10:18	Charles F Hedrick Superintendent Pendleton County Schools Franklin WV	<p>1. School board members have multiple ways to obtain feedback from the public regarding the operation of the school system, including the performance of the superintendent. These methods include: 1) the public comment period at any board meeting, 2) LSIC meetings before the Board, 3) emails to board members, 4) at sporting/school events, 5) at community events, etc. Caution should be exercised about how public input is solicited for the superintendents evaluation so as not to attract only those with negative options about school issues. It is often only these individuals that respond when encouraged to do so.</p> <p>2. The superintendents goal regarding academic achievement should be derived from the county strategic plan, which is due July 1, rather than added to the strategic plan after the start of the school year when the superintendents goals are established.</p>	A/C	
§126-143-6 Optional Criteria				
2021-06-29 13:59:29	David Price Superintendent Raleigh County Schools Beckley WV	<p>Optional Criteria as stated 5.1.b 1 is demonstrated through local activities such as local board meetings etc.. where the public has the opportunity to provide input each meeting. such surveys etc. as recommended in this draft would typically only garner input from citizens that are mad or upset at the Supt. or Board and disgruntled employees that have been disciplined, lost grievances or been given ans. they didn want to hear.</p> <p>5.1.a.1 again is already in code and the strategic plan must have a student achievement goal in it. It only stands to reason they would be aligned and not required by policy above WV Code.</p> <p>Board Members are elected officials who hear from citizens throughout the school year and can use this information to discuss concerns with the Supt.</p>	A/C	

2021-06-29 15:05:08	George Michael Wells Superintendent Pleasants County Schools St. Marys WEST	Each public school system has board members which have monthly meetings to address different topics. The public has an opportunity to attend and speak as a delegation in regard to items on the agenda or concerns. A survey may provide a platform for disgruntled employees and/or others.	A/C	
2021-06-30 13:12:52	Bondy Shay Gibson Superintendent Jefferson County Schools Charles Town WEST	Criteria for Supt performance should be tied into the strategic plan more closely. School Boards often have their own agendas to pursue that are outside of the strategic planning process. Tying those two processes more tightly together would be more effective.	A/C	