

July 8, 2005

Mr. Frank J. Bolaños, Chair  
Dr. Rudolph F. Crew, Superintendent of Schools

**SUBJECT: REQUEST THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, AND THE SUPERINTENDENT DISCUSS AND ADOPT THE MUTUALLY-AGREED UPON SUPERINTENDENT'S GOALS, PERFORMANCE OBJECTIVES, AND EVALUATION INSTRUMENT FOR THE 2005-2006 YEAR**

**COMMITTEE: INNOVATION, EFFICIENCY & GOVERNMENTAL RELATIONS**

**BOARD WORKSHOP: JULY 6, 2005**

In accordance with the Employment Agreement (hereafter agreement) entered into at the May 17, 2004, Special Board meeting, the School Board and Superintendent must develop and adopt mutually-agreed upon goals and annual performance objectives.

Additionally, the agreement provides that the School Board and Superintendent must develop and adopt a mutually-agreed upon standard of measurement for the achievement of goals and performance objectives and the evaluation as to whether the goals and objectives have been achieved satisfactorily.

The recommended goals, annual performance objectives, and evaluation instrument have been completed by the Superintendent and discussed at the July 6, 2005, School Board Workshop. The goals specifically align to the previously agreed-upon District goals in the 2005-2008 District Strategic Plan. The evaluation instrument aligns to the tool used for the 2004-2005 year. These documents have been provided to the School Board under separate cover and a copy will be placed on file in the Citizen Information Center and in the Office of the Recording Secretary.

The performance objectives have been revised based on the feedback from School Board members received during July 6, 2005 Board Workshop.

The graduation and dropout rates are unavailable until August 2005. As such, the 2005-2006 targets are not defined. Performance objectives related to these two data points will be revised and submitted for Board approval at the September School Board meeting.

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Agenda Item A-3 requests that The School Board of Miami-Dade County, Florida, and the Superintendent adopt the mutually-agreed upon Superintendent's goals, performance objectives, and evaluation instrument for the 2005-2006 year.

**ACTION PROPOSED BY  
CHAIR FRANK J. BOLAÑOS  
AND SUPERINTENDENT  
RUDOLPH F. CREW:**

That The School Board of Miami-Dade County, Florida adopt the mutually-agreed upon Superintendent's goals, performance objectives, and evaluation instrument for the 2005-2006 year.