

East Grand Rapids Public Schools
Superintendent's Evaluation
March 30, 2004

The East Grand Rapids Board of Education met in closed session, as requested by the Superintendent, on Tuesday, March 16, 2004 commencing at 6:24pm and adjourning at 8:05pm. The sole purpose of the meeting was to conduct the annual evaluation of Dr. James E. Morse, Superintendent.

The Board reviewed each of the goals assigned to Dr. Morse for the 2003-2004 school year. These goals were reviewed and amended in the course of a mid-term review of progress conducted on December 3, 2003.

The Superintendent's goals for 2003-2004 are as follows:

- 1) Develop a New Strategic Plan for 2004-2008.
- 2) Implement a Self-Funded Health Insurance Program for Administrators and Non-Union Support Staff.
- 3) Implement Regional Special Education Transportation Program.
- 4) Develop a Balanced Budget for 2004-2005.
- 5) Implement the New Board Policies Included in the On-Line Board Policy Book.
- 6) Implementation of Differentiation Staff Development.
- 7) Develop a Diversity Plan for East Grand Rapids Schools.
- 8) Negotiate New Staff Contracts for 2004-2005.

Each of these goals was discussed thoroughly. Progress on each goal has been addressed satisfactorily to the extent possible at this time. In each case, Dr. Morse is on track to meet these goals within the anticipated time frame.

The Board acknowledges the advantage of continuity in the leadership team in place, and Dr. Morse's high level of dedication and enthusiasm evident in his proactive stance to dealing with continued budget challenges. The board commends Dr. Morse for his leadership in the education community at several levels. Further, his commitment to sustaining a strong academic program remains a key factor in the continued successful achievement of students in the district.

The Board will continue to work with Dr. Morse in setting goals for the 2004-2005 school year that will reflect both the objectives defined in the new strategic plan and the additional program modifications necessitated by funding shortfalls. These goals will certainly reflect the commitment of the Board and the Superintendent to deliver a strong, balanced academic program that meets the high expectations of the community.

In recognition of the factors listed above, the Board voted to extend Dr. Morse's contract by one year through June 2007. This action was taken at the regular board meeting on March 29, 2004. The vote to extend this contract was 7-YES and 0-NO.