

Superintendent's Evaluation 2022-2023





2022-2023 Major Accomplishments

- ❑ MCS #1 out of 137 Alabama Public School System (Niche)
- ❑ All MCS Schools ranked in the Top 10 (Niche)
- ❑ Earned A on Alabama Education Report Card
- ❑ 32 National Merit Finalists
- ❑ 100 National Board Certified Teachers
- ❑ Increased Mental Health Awareness, Priority, & Staffing
- ❑ Best Buddies Programs
- ❑ Job-Coaching Special Education Programs
- ❑ English Language Learner Summer Programs
- ❑ 12 First Class Pre-K Classrooms
- ❑ Alabama Purple Star School District



Evaluation Performance Range

- ❑ 1-Unsatisfactory: Performance at this level is consistently below expectations and fails to demonstrate reasonable progress toward agreed upon goals
- ❑ 2-Needs Improvement: Performance at this level consistently does not meet expectations
- ❑ 3-Satisfactory/Meets Expectations: Performance at this level consistently fulfills expectations and may, from time to time, exceed expectations
- ❑ 4-Above Average/Exceeds Expectations: Performance at this level consistently demonstrates high levels of performance
- ❑ 5-Demonstrates Excellence: Performance at this level far exceeds expectations and demonstrates exceptional quality and/or unique contributions
- ❑ N/A/Not Observed: The performance of this element is not applicable, or you have not observed it

Superintendent's Evaluation Composite Scores 2022-2023

□	Section 1 – Chief Executive Officer of the School Board	4.56
□	Section 2 – Educational Leadership of the Schools	4.36
□	Section 3 – Personnel Management	4.20
□	Section 4 – Community Relations	4.80
□	Section 5 – Management of Pupil Personnel Services	4.13
□	Section 6 – Communication and Interpersonal Relations	4.64
□	Section 7 – Professional Development and Leadership	4.20
□	Section 8 – Technology Management	4.45
□	Section 9 – Facilities Management	4.47
□	Section 10 – Financial Management	4.53

Average all categories is 4.45

Superintendent's Evaluation Composite Scores 2021-2022

□	Section 1 – Chief Executive Officer of the School Board	3.80
□	Section 2 – Educational Leadership of the Schools	4.16
□	Section 3 – Personnel Management	3.92
□	Section 4 – Community Relations	4.20
□	Section 5 – Management of Pupil Personnel Services	3.88
□	Section 6 – Communication and Interpersonal Relations	4.28
□	Section 7 – Professional Development and Leadership	3.75
□	Section 8 – Technology Management	3.88
□	Section 9 – Facilities Management	3.87
□	Section 10 – Financial Management	3.80

Average all categories is 3.95



Comments

- **“Dr. Nichols is an excellent communicator. He is able to communicate the needs & accomplishments of the district through a variety of forums as stated previously. He has a clear vision for the district and works with the BOE & staff to set goals. Being flexible is another one of Dr. Nichols' strengths as demonstrated over the time he has been at MCS. He has been able to manage any politics of the job and adapt to changes from the state (funding, policies, etc.) while taking a collaborative approach.”**
– Ms. Lessmann

- **“Dr. Nichols does an excellent job of staying in contact with the State and other local leaders.”** – Mr. Cummings

- **“The Superintendent performs exceptionally well as the CEO of MCS. The Superintendent communicates to the Board and public well. The community’s trust and recognition of Dr. Nichols as the face of MCS has continued to grow with each year of service.”** – Mr. Holtcamp



Comments

- “Dr Nichols primary **strengths are his communication skills**, his willingness to delegate to his staff, and his ability to put his staff in positions to succeed. **He truly cares about the district, his staff, and the students.** He understands what it means to be a leader both as a supervisor and a community representative. **He is intentional about his staffing decisions and is always looking for opportunities for those under him to grow and develop.**” – Mr. Newberry

- “I would like to continue to see the **System's aim to maintain diversity of staff to match the population in which we serve.** I am truly proud of Dr. Nichols continuing to **review and update the salary for all of our employees to remain competitive** in the surrounding area.” – Mr. Cummings

- “Dr. Nichols **empowers his staff** to provide excellence in their respective areas. The **BOE is given updates on procedures, operations, and student achievement.**” – Ms. Lessmann



Comments

- “Dr Nichols does an **excellent job as CEO** of Madison City Schools. His **knowledge of the inner workings of the school system is very deep**. There are few, if any, areas where he is "in the dark." His ability to stay abreast of the specifics in the district demonstrate two of his strengths. First, he **empowers his staff** and is in constant communication with them. Secondly, he **communicates well with the Board** of Education to keep us apprised of the successes and challenges faced by the district. Dr Nichols shows an **awareness of where MCS does well and the areas where the district can improve. He challenges himself and his staff to always do better.**” – Mr. Newberry
- “The **transportation and CNP programs are in great shape especially considering the continued strain of growth** in the district. The Superintendent is **implementing a comprehensive student reporting software for accountability district-wide.**” – Mr. Holtcamp



MCS Superintendent Contract Renewal

- ❑ Original Contract 6/1/2020 – 6/30/2023; \$200,000; 13th in State of Alabama
- ❑ Contract Renewal 7/1/2022 – 6/30/2025; \$214,000; 9th in State of Alabama
- ❑ Proposed Renewal 7/1/2023 – 6/30/2026; \$250,000; 8th in State of Alabama



MCS CSFO Office

- ❑ 2023 S&P Bond Rating Increased
- ❑ MCS Bond Rating One of Highest in Southeast
- ❑ MCS Locked in Historical Favorable Interest Rates for 30 yr Fixed
- ❑ Formalized Reserve Policy
- ❑ Good Financial Management Assessment with Conservative Budgeting Assumptions
- ❑ No Central Office Audit Findings
- ❑ Excellent Capital Plan Management
- ❑ New Competitive Salary Schedules
 - Nurses
 - Paraprofessionals
 - Aides
 - Registrars
 - Permanent Subs
 - Extended Day and Contracts
 - Tech Manager
 - Custodians
 - Subs



MCS CSFO Contract Renewal

- Original Contract 7/9/2020 – 6/30/2023; \$128,000; 19th in State of Alabama
- Contract Renewal 10/1/2022 – 9/30/2025; \$160,000; 10th in State of Alabama
- Proposed Renewal 7/1/2023 – 6/30/2026; \$195,000



Thank You