

Superintendent's Evaluation 2023-2024

Dr. Edwin C. Nichols, Jr.





2023-2024 Major Highlights

- ❑ MCS Ranked #1 Best Public School District in Alabama out of 137 Public School Systems (Niche)
- ❑ All MCS Schools ranked in the Top 10 (Niche)
- ❑ Earned an “A” on Alabama Education Report Card
- ❑ 28 National Merit Finalists in 2024
- ❑ 11 U.S. Presidential Scholar Candidates in 2024
- ❑ 105 National Board Certified Teachers
- ❑ Dual Enrollment Partnerships with Auburn First, Calhoun Community College, Drake State Technical College, UA Early College and the University of Alabama Huntsville
- ❑ Best Buddies Programs



2023-2024 Major Highlights

- ❑ Outstanding Job-Coaching Special Education Programs
- ❑ English Language Learner Summer Programs
- ❑ 34 Advanced Placement Courses Offered
- ❑ 102 Middle and High School CTE Courses Offered
- ❑ 17 Industry Credentials Offered
- ❑ Seal of Biliteracy Offered (Recognizes students who attain proficiency in 2 or more languages)
- ❑ Alabama Purple Star School District (All Schools Purple Star Schools)



Evaluation Performance Range

- (1) Unsatisfactory - Indicates the employee's performance does not meet expectations for performance in this area. This is an area of weakness for the employee. Written comments should supplement this rating.
- (2) Needs Improvement- Indicates the employee's performance needs improvement in this area. Performance is not necessarily "poor", this is simply not an area of strength.
- (3) Satisfactory- Indicates the employee's performance meets and sometimes exceeds expectations for performance in this area. This is an area of strength for the employee.
- (4) Demonstrates Excellence - Indicates the employee's performance exceeds expectations for performance in this area. Written comments should supplement this rating.

Superintendent's Evaluation Composite Scores 2023-2024

□ Section 1 – Strategic Leadership	3.78
□ Section 2 – Instructional Leadership	3.75
□ Section 3 – Fiscal & Managerial Leadership	3.82
□ Section 4 – Human Resources Leadership	3.78
□ Section 5 – Climate & Engagement Leadership	3.67
□ Section 6 – Professional Leadership	3.87

(Score Range 1-4)

Average all categories is 3.78

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



Comments

- Dr. Nichols works with Board on all matters and is available for as much discussion as needed by each individual.
- Works with students and community leaders to accept input and disseminate information.
- The superintendent is fostering a strong partnership with the Board, leading to a unified vision for the district.
- Dr. Nichols is clear, consistent, and open with his communication to system leaders and principals. Most system leaders see this as a strength.
- Dr. Nichols has built and empowered a tremendous Instructional Leadership Team. There is no doubt that the academic success of this district is built by this senior team.



Comments

- ❑ One area of improvement is to plan time for the Instructional Team to provide quarterly or semi-annual updates at a 10,000 ft level to keep the Board updated.
- ❑ Dr. Nichols works with the CSFO and leadership to create a fiscally responsible system through budgeting, resource allocation, and data-driven decision-making
- ❑ The changes in safety and security will strengthen the system from a strong position to a stronger and better prepared position
- ❑ He understands that the system depends on transportation, requires quality CNP, and has an ever-growing need for counseling services
- ❑ The implementation of district-wide discipline coding will bring transparency and equity



Comments

- Dr. Nichols is keenly aware that the success of Madison City Schools students is primarily driven by the daily efforts of its administrators, faculty, and staff
- The System has seen several changes in our leadership and it appears our system has done an excellent job of promoting from within
- He is constantly re-evaluating prior decisions and is not afraid to make adjustments that align roles and responsibilities to individual's strengths
- Climate and Engagement are tremendous challenges for any organization and a greater challenge for any growing organization. Dr. Nichols performs well in this role.
- Dr. Nichols is an informed, decisive leader who appropriately depends on his executive team and principals to run this district in a exceptional and professional way



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
- ❑ Contract Renewal 7/1/2023 – 6/30/2026; \$250,000; 8th in State of Alabama



Thank You