

Superintendent's Evaluation 2024-2025

Dr. Edwin C. Nichols, Jr.





2024-2025 Major Highlights

- ❑ MCS Ranked #2 Best Public School District in Alabama out of 137 Public School Systems (Niche)
- ❑ MCS Ranked #74 Best Public School District in US out of 10,561 Public School Systems (Niche)
- ❑ Earned an “A” on Alabama Education Report Card
- ❑ 37 National Merit Finalists in 2025
- ❑ 16 U.S. Presidential Scholar Candidates in 2025
- ❑ 106 National Board Certified Teachers
- ❑ 4 National Board Certified School Nurses
- ❑ Work Program Expansion for Students with Disabilities
- ❑ Best Buddies Programs
- ❑ Dual Enrollment Partnerships Increasing



2024-2025 Major Highlights

- ❑ Expansion of Career Tech Programs
- ❑ English Language Learner Summer Programs
- ❑ Advancement in School Safety 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 Board Composite Scores 2024-2025

□ Section 1 – Strategic Leadership	3.88
□ Section 2 – Instructional Leadership	3.73
□ Section 3 – Fiscal & Managerial Leadership	3.94
□ Section 4 – Human Resources Leadership	3.82
□ Section 5 – Climate & Engagement Leadership	3.87
□ Section 6 – Professional Leadership	3.97

(Score Range 1-4)

Average all categories is 3.87



Superintendent's Administration Survey Composite Score 2024-2025

Average all categories is 3.498

(Score Range 1-4)

- ❑ Dr. Nichols is very knowledgeable regarding current legislation changes.
- ❑ Dr. Nichols is an active and effective school system representative in community and city events.
- ❑ I am not aware of a systematic quality control program or of formal analysis of instructional support.
- ❑ I am happy to be under his leadership in these changing times in education.



Superintendent's Evaluation Board 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



Comments

- ❑ Dr. Nichols has a deep understanding of the needs of MCS at a day-to-day level and at the multi-year strategic level.
- ❑ Dr. Nichols could provide more Strategic Plan updates to the Board.
- ❑ He is constantly engaged with the Board regarding the implementation of the Strategic Plan.
- ❑ Dr. Nichols works everyday to truly empower all of the students in Madison City Schools to achieve global success
- ❑ Dr. Nichols could provide more updates on valuing and protecting instructional time.
- ❑ Dr. Nichols and his staff show excellent fiscal leadership.
- ❑ He has empowered the CSFO and finance team to maintain a healthy budget and financial controls.
- ❑ Dr. Nichols is in constant communication with the Board regarding financial outlooks, sales tax trends and property tax caps.



Comments

- ❑ Policy committee effectively used to create and implement new policies.
- ❑ Dr. Nichols provides professional development and leadership growth as evidenced by a history of successful internal promotions.
- ❑ Dr. Nichols recognizes and shares staff, student, and system accomplishments.
- ❑ Dr. Nichols understands the need for a positive and supportive environment for the district and all of its staff.
- ❑ Dr. Nichols empowers his staff to make decisions and act according to the best interests of the students of the district.
- ❑ He fosters close relationships with leaders at all levels of government including local city officials and our local delegation in Montgomery.
- ❑ Dr. Nichols is very engaged with staff, students, parents, and the community.



Thank You