

Superintendent's Evaluation 2021-2022





2021-2022 Major Accomplishments

- ❑ MCS #2 Alabama Public School System (Niche)
- ❑ All MCS Schools ranked in the Top 10 (Niche)
- ❑ Cognia Accreditation – received all 3s & 4s
- ❑ State leader in NBCTs
- ❑ Increased Mental Health Awareness, Priority, & Staffing
- ❑ Implemented NCCER Welding Program
- ❑ Developed MCS Strategic Plan



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

□	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

Superintendent's 2021-22 Goals

Composite Score

Goal 1 Educational Leadership of Schools **Score: 4.50**

Lead and coordinate a new 5-Year Strategic Plan for the school district

Goal 2 – Personnel Management **Score: 4.25**

Review and communicate with the Board of Education the current status of recruiting, retaining, and hiring staff across the district in the Fall of 2021

Goal 3 – Community Relations **Score: 4.25**

Develop a monthly presentation of departments to inform and update the Board and Community on current data and plans

Goal 4 – Management of Pupil Personnel **Score: 4.00**

Coordinate with the Director of Transportation the effective integration of the EDULOG routing system for the 2022-2023 school year

Goal 5 – Professional Development **Score: 4.75**

*Participate in Class 35 of the Greater Huntsville Leadership Program
Participate in programs sponsored by SSA and AASB*

Average all categories is 4.35

Comments

- “Demonstrates great school spirit and MCS pride” – Mrs. Lessmann
- “One of Dr. Nichols' strengths is his ability to communicate clearly, effectively, and genuinely. He comports himself well with the Board and his staff. He is extremely skilled at building relationships in the community” – Mr. Newberry
- “Dr. Nichols empowers his staff to excel in their roles and does not micromanage them. He understands the role of the superintendent within the district. He is knowledgeable about what is going across the district. His interpersonal skills are among his greatest strengths. He is a very effective leader.” – Mr. Newberry
- “Calm demeanor, exudes confidence & able to make decisions.” – Mrs. Lessmann
- “Overall, Dr. Nichols performs very well as the CEO. Dr. Nichols is up to date on legislation and policy changes. Dr. Nichols serves very well as the liaison to the community. An area for improvement is more data communication with the Board and sharing pre-planning ideas to include the Board in the early stages of decision making.” – Mr. Holtcamp



Comments

- “Dr. Nichols has strong problem-solving and decision-making skills. Dr. Nichols evaluates the situation and leans on his executive team for history and context.” – Mr. Holtcamp
- “MCS Transportation and Food Services are tops in this state.” – Mr. Holtcamp
- “The Superintendent takes a leadership role in the educational system by understanding the data.” – Mr. Cummings
- “The Superintendent works well under pressure and has a quick reassuring response to most situations. He seems to understand and has insight on most concerns and problems and quickly works to find a solution.” – Mr. Cummings
- “Excellent job of using media to encourage staff and creating themes to drive home the goal.” – Mr. Cummings
- “The Superintendent looks and has extremely professional communication and interpersonal skills.” – Mr. Cummings



Comments

- “Dr. Nichols has consistently demonstrated outstanding leadership abilities and skills during his tenure with MCS. He has worked closely with the administrative instructional staff to focus on improving curriculum and student achievement both in academic areas as well as career tech opportunities, such as the welding program established this year. The strategic plan that Dr. Nichols has developed in concert various stakeholders (MCS faculty and staff, parents, students, etc) focuses heavily on making further improvements in these areas, as well as staff training and development. A well thought plan is in place with measurable objectives to track progress and make correction; this is a direct result of Dr. Nichol's organization and leadership.” – Mr. Hulsey
- “Dr. Nichols has taken a very active role in working to not only recruit and attract new teachers and staff to MCS, but also to make sure that our system is doing all that it can to retain our current staff by providing a positive work environment. His leadership on working to go above and beyond the new step raise schedule the state recently enacted demonstrated his commitment to making sure our teachers and staff are taken care of from a compensation level.” – Mr. Hulsey



Comments

- “MCS has excellent and informative social media. The superintendent is a great public Speaker.” – Mrs. Lessmann
- “Dr. Nichols is very adept in the use of technology to foster his personal communication (video updates, the Messenger communication system, use of social media, etc.). Also, he has focused on implementing technology to enhance the management of our system, from personnel management to communication and tracking of our bus fleet. He has also led efforts to have our 1 To 1 device management in place to insure that all students have the technology needed for both in-person and virtual learning when needed. ” – Mr. Hulsey
- “With the development of his strategic plan, Dr. Nichols has taken the most action during my tenure as a board member to insure that we have a comprehensive road map to address short term and long term needs. This certainly includes our needs for capital growth and facility maintenance and additions.” – Mr. Hulsey



Comments

- “I feel that Dr. Nichols excels in executive leadership, decision making, strategic planning, and communication. Dr. Nichols came into his position as superintendent of Madison City Schools with a lot of administrative experience in a neighboring system; I think it has been good for MCS to have a leader with an exposure to a different way of doing things. As strong a system as MCS already is, all good organizations thrive long term while continuing to adapt and innovate. I think Dr. Nichols has done a good job of embracing all the strengths and successes of MCS while looking for opportunities to make things even better. He has a true passion for this job; he loves our students and is continually looking for ways to provide them better opportunities. He has a vision for the future that involves meeting the needs for our students and staff as the system continues to grow and evolve based on the growth of our city, and he has true skill for developing plans to achieve that vision. I believe that Dr. Nichols is an excellent fit for MCS, and as a board member I have enjoyed working with him in our shared goal of providing the highest quality education possible for our children.”
– Mr. Hulsey