

Performance Evaluation of Supt. JON J.P. FERNANDEZ for Oct 2018 - Jun 2020

DUTY/RESPONSIBILITY Per Guam Public Law 26-26 Section 3103	Voting Member								Total		
	MG	JL	FA	JB	RM	KB	MM	LB	Total	Raters	Average
1. Administer the day-to-day activities of the Department of Education.	5	5	5	5	5	4	5	5	39	8	4.9
2. Enforce and implement the education policies of the Board and rules and regulations of the Department.	5	5	5	5	5	4	5	5	39	8	4.9
3. Administer federal funds/programs on behalf of the Department.	5	5	5	5	5	4	5	5	39	8	4.9
4. Serve as the Department's approving authority for the expenditure of funds.	5	5	5	5	5	4	5	5	39	8	4.9
5. Serve as the appointing authority for all personnel employed by the Department. The Superintendent shall have the authority to assign, detail, or transfer employees to various physical locations with the Department. The Superintendent shall exercise such authority only in accordance with a policy adopted by the Board and shall not (1) cause a change in position or job duties, or (2) contradict the provisions of any collective bargaining	5	5	5	5	5	n/a	5	5	35	7	5.0
6. Be the Executive Secretary of the Board in an ex-officio, non-voting capacity.	5	5	5	4	5	4	5	5	38	8	4.8
7. Shall submit to the Board, I Maga'haga Guåhan, no later than thirty (30) days following the end of the fiscal year, a detailed "Annual State of Public Education report" and shall make available a "School Performance Report Card" for each school.	5	5	5	4	5	4	5	5	38	8	4.8
8. To perform all duties as may be required by the Every Child is Entitled to an Adequate Education Act in order to provide an adequate public educational system.	5	5	5	4	5	4	5	5	38	8	4.8
9. To advise the Board on the current operations and status of the public schools and on other educational matters, including any issues or matters which may require the Board to make recommendations to I Maga'haga Guåhan, and I Liheslaturan Guåhan for changes, additions, or deletions to public law.	5	5	5	5	5	4	5	5	39	8	4.9
10. Conduct periodic management and curriculum assessments of the Department of Education for the following purposes: (1) to ascertain whether the Department is providing an adequate public education as defined by Title 1 GCA §715; (2) to evaluate the effectiveness of the DOE administrators in implementing board policy and in fulfilling assigned objectives; (3) to evaluate the effectiveness of DOE instructional personnel and their ability to meet curriculum goals; (4) to recommend alternatives to correct systemic deficiencies and to improve the ability of the DOE personnel to fulfill assigned objectives; (5) to evaluate board policies, practices and directives, and recommend, if necessary, corrections and revisions necessary to improve the quality of public education; and (6) to assess a broad range of management functions, such as the following: decision-making and evaluation processes; policy-making, resource allocation, communication procedures, and goal setting and verification. The assessment can also examine the school system's work environment, improve process, and relationship with the community.	5	5	5	5	5	n/a	5	5	35	7	5.0

	Voting Members								Total		
	MG	JL	FA	JB	RM	KB	MM	LB	Points	Voters	Average
Total Rating by Member	50.0	50.0	50.0	47.0	50.0	32.0	50.0	50.0	379.0	78	4.9
Number of items rated	10	10	10	10	10	8	10	10	78		
Average Rating by GEB Member	5.0	5.0	5.0	4.7	5.0	4.0	5.0	5.0	4.9		

Prepared by:  DR. ZENI N. NATIVIDAD RP&E Administrator	Acknowledged by:  MARIA A. GUTIERREZ GEB Chairperson 7/28/2020	GEB Members				
Received by:  JON J.P. FERNANDEZ Superintendent of Education		Date: 7/28/2020		D&R Summary		Ratings Legend
				Overall Average Rating		5- Outstanding
				4.9		4- Above satisfactory
		3 - Satisfactory				
				2- Needs Improvement		
				1- Unsatisfactory		
		MG - Maria Gutierrez JL - James Lujan FA - Felicitas Angel JB - John Burch RM - Ron McNinch KB - Karla Borja MM- Mark Mendiola LB - Lou Benavente				