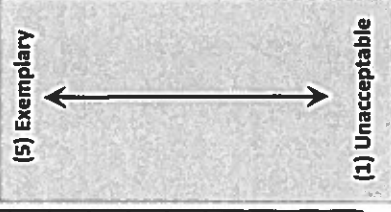


**SUMMARY OF GUAM EDUCATION BOARD MEMBER EVALUATION RATINGS FOR SUPERINTENDENT JON FERNANDEZ**  
(Evaluation Period: January to December 2015)

	Mean Ratings					Mean Ratings					Overall D/R
	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	Overall Goals	D/R 1	D/R 2	D/R 3		
Maria Gutierrez	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0
Lourdes Benavente	5.0	4.5	4.8	5.0	5.0	4.9	5.0	5.0	5.0	5.0	5.0
Peter Alecxis Ada	4.9	4.6	5.0	4.5	5.0	4.8	4.7	4.7	4.7	4.7	4.7
Rosie Tainatongo, Vice-Chair	3.8	3.5	3.8	3.8	3.5	3.7	4.7	4.0	3.5	4.0	4.0
Lourdes San Nicolas, Chairperson	3.8	3.6	3.7	3.8	3.3	3.6	4.3	4.1	4.0	4.0	4.1
Charlene Concepcion	3.4	3.3	3.0	3.3	3.0	3.2	4.0	3.3	3.0	3.0	3.4
Ryan Torres	3.3	3.0	3.2	3.0	3.0	3.1	3.3	3.3	3.7	3.7	3.4
Kenneth Chargualaf	2.8	3.1	2.6	2.7	3.4	2.9	3.5	3.5	4.7	4.7	3.9
Dr. Jose Q. Cruz	1.1	1.0	1.2	1.3	1.0	1.1	2.4	2.7	2.0	2.0	2.4

\*sorted by overall goal ratings. 5=Exemplary; 4=Above Satisfactory; 3=Satisfactory; 2=Emerging; 1=Unacceptable



**State Strategic Plan 2020 Goals**

- (1) All Guam Department of Education students will graduate from high school prepared to pursue post-secondary education on- or off-island or to assume gainful employment within the public or private sector.
- (2) All Guam Department of Education students will successfully progress from grade to grade and from one level of schooling to another in order to maximize opportunities to successfully graduate from high school.
- (3) All Guam Department of Education instructional personnel will meet high standards for qualifications and on-going professional development and will be held accountable for all assigned responsibilities.
- (4) All members of the Guam Department of Education community will establish and sustain a safe, positive and supportive environment.
- (5) All Guam Department of Education operations will maximize the critical uses of limited resources and meet high standards of accountability.

**Evaluated Duties and Responsibilities**

- (1) Administer day-to-day activities: Ensure schools are meeting 180 days of instruction in accordance with P.L. 28-45. Ensure accountability of all Guam Department of Education employees. Maintain open and clear communication with Guam Department of Education stakeholder groups.
- (2) Enforce and Implement Board policies and rules and regulations: Establish Standard Operating Procedures to communicate new policies or changes of policies. Provide training for implementation of new policies, rules and regulations. Conduct periodic assessment of policy implementation.
- (3) Administer federal funds/programs: Develop and implement Comprehensive Corrective Action Plan (CCAP). Enforcement of internal control mechanism and compliance monitoring system. Improve compliance with federal rules and regulations.