



PORTAGE COUNTY Educational Service Center

Dewey L. Chapman, *Superintendent*
Thomas B. Morehouse, *Treasurer*

326 East Main Street • Ravenna, Ohio 44266
(330) 297-1436 • Fax (330) 297-1113

March 19, 2015

Kelsey Leyva
89.7 WKSU

Re: Your Public Records Requests concerning performance reviews for Dewey Chapman and Cheryl Emrich and budget reports

To Whom It May Concern:

You have requested a copy of public records. Section 149.43(B)(3) of the Ohio Revised Code requires that when disclosure of a public record is denied in full or in part, the public body must provide an explanation of the denial, with citation of legal authority. Further, a redaction of partial information from a public record is considered a denial, so the explanation is required in that case as well, even though it may be obvious why the information was redacted and even though the nature of the information that is partially redacted is not public in nature.

Your request is denied, in part or whole for the following reason as to the document(s) not being provided or as to the redacted information in document(s) that are being provided:

- The document discloses the personal identity of a student, which is prohibited by federal law at 20 U.S.C. 1232g and/or Section 3319.321 of the Ohio Revised Code.
- The document contains a Social Security Number which has been redacted because that information is not public under State, ex rel. Beacon Journal Publishing Co. v. Akron (1994), 70 Ohio St. 3d 605.
- The document you requested is or contains medical records, which are not public pursuant to Section 149.43(A)(1) of the Ohio Revised Code.
- The document contains home address(es) of employee(s), which is not public under State, ex rel. Dispatch Printing Co. v. Johnson (2005), 106 Ohio St. 3d 160.
- The document is otherwise not a public document or contains redacted information that is not public in nature. Explanation: As a rehired retired employee, Ms. Emrich is not required to have performance reviews, therefore there are not any to provide to you.

Very truly yours,

Thomas B. Morehouse, Treasurer
Portage County ESC

1240 - SUPERINTENDENT PERFORMANCE REVIEW

Performance Scale	
4 = Exceeds Expectations	
3 = Satisfactory (meets expectation)	
2 = Adequate (needs some improvement)	
1 = Unsatisfactory (fails to meet expectation, significant improvement needed)	

A. Relationship with the Governing Board

- 3+ - 4 1 Keeps the Board informed on issues, needs, and operations of the Educational Service Center in a timely matter.
- 3+ - 4 2 Provides information to the Board in a timely manner.
- 3+ - 4 3 Offers professional advice to the Board on items requiring Board action, with appropriate recommendations based on thorough study and analysis.
- 3+ - 4 4 Interprets and executes the intent of Board policy.
- 3+ - 4 5 Seeks and accepts constructive criticism of his work
- 3+ - 4 6 Supports Board policy and actions to the public and staff
- 3+ 4 7 Prepares agendas and serves as the board's professional consultant on educational matters, recommending appropriate actions in keeping with sound educational proactive and Board policies and supplying the Board with information in a timely matter as necessary for informed decision.

COMMENTS: Dewey continues to be a creative
operative leading the ESC to be a leader
among all ESC's.

POSSIBLE ACHIEVEMENTS:

B. Community Relationships

- 3-4 1 Solicits opinions and gains respect an support of the community on the conduct of the Educational Service Center operation.
- 3-4 2 Solicits and gives attention to problems and opinions of all groups and individuals.
- 3-4 3 Develops friendly and cooperative relationships with the media. *Example? sets cooperation from media to report honestly*
- 3-4 4 Participates actively in community life and affairs *Example? - Port development board - spends a lot of time in clubs primarily works with locals in Port. Co.*
- 3-4 5 Achieves status as a community leader in public education.
- 3-4 6 Communicates, forms networks with both private and public groups.
- 3-4 7 Develops liaison with universities, Ohio Department of Education, state and local governments to coordinate activities relating to school operation. *What has he done in 2011-12 a lot with ODE, Univ Akron, Ohio Northern, plus Hiorn*

B. Community Relationships (continued)

COMMENTS: *Several of these questions the Board cannot evaluate - maybe eliminate give list of organizations he is part of?*

POSSIBLE ACHIEVEMENTS:

C. Staff and Personnel Relationship

- 3-4 1 Develops and executes sound personnel procedures and practices
- 3-4 2 Evaluates performance of staff members, giving commendation for good work as well as constructive suggestions for improvements, including motivation and leadership. *examples - Emails or visits with staff to tell them of good jobs*

COMMENTS: *His business model approach should be the standard for all ESC's*

POSSIBLE ACHIEVEMENTS:

D. Administrative Leadership

- 3+ -4 1 Recommends and coordinates educational cooperative services which the Educational Service Center can provide more efficiently or more economically than the individual local districts.
- 3+ -4 2 Performs the mandatory duties required by state law, including reviewing, editing and endorsing local districts reports for forwarding to the Ohio Department of Education, and similarly processing all applications for renewing and upgrading teacher certificates/licenses.
- 3+ -4 3 Provides assistance to local districts in management, including school law and finance, budget and negotiations, and facilitates the exchange of management information among the local districts.
- 3+ -4 4 Keeps current on legislative developments in order that recommendations can be given to the local Superintendents.
- 3+ -4 5 Directs and oversees the development, implementation and evaluation of Educational Service Center goals.

COMMENTS: *Keeps the Board informed of area and legislative issues - does a good job*

POSSIBLE ACHIEVEMENTS:

Goal - To get a county wide school year -

E. Business and Finance

- 3+ - 4 1 Analyzes and documents needs for the Educational Service Center - facilities, equipment, supplies, personnel.
- 3+ - 4 2 Supervises operations, insures competent and efficient performance
- 3+ - 4 3 In cooperation with the Treasurer, determines that funds are spent wisely, with adequate controls.
- 3+ - 4 4 Works cooperatively with the Treasurer to evaluate financial needs and makes recommendations.
- 3+ - 4 5 In cooperation with the Treasurer, prepares the annual budget and appropriations measure and directs their implementations.
- 3+ - 4 6 Monitors expenses to insure they stay within the budgetary guidelines and makes recommendations if problems arise.

COMMENTS:

POSSIBLE ACHIEVEMENTS:

F. Personal Qualities

- 3-4 1 Defends principle and conviction in the face of pressure and partisan influence
- 3-4 2 Maintains high standards of ethics, honesty and integrity in all personal and professional matters
- 3-4 3 Earns respect and standing among his professional colleagues
- 3-4 4 Devotes his time and energy to his job.
- 3-4 5 Exercises good judgment in arriving at decisions.
- 3-4 6 Maintains composure under pressure, and placed the goals of the organization above individual reward or gain.

COMMENTS: *(see Tom's comments)*

Overall Henry is doing a great job

POSSIBLE ACHIEVEMENTS:

<u>Walter J. [Signature]</u>	<u>6-22-12</u>
Evaluator's Signature	Date
<u>D. C. [Signature]</u>	<u>6-22-12</u>
Superintendent	Date

2013 - Summary
evaluation

1240 - SUPERINTENDENT PERFORMANCE REVIEW

Performance Scale	
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A. Relationship with the Governing Board

- 4 1 Keeps the Board informed on issues, needs, and operations of the Educational Service Center in a timely matter.
- 4 2 Provides information to the Board in a timely manner.
- 4 3 Offers professional advice to the Board on items requiring Board action, with appropriate recommendations based on thorough study and analysis.
- 4 4 Interprets and executes the intent of Board policy.
- 3 5 Seeks and accepts constructive criticism of his work
- 4 6 Supports Board policy and actions to the public and staff
- 4 7 Prepares agendas and serves as the board's professional consultant on educational matters, recommending appropriate actions in keeping with sound educational practice and Board policies and supplying the Board with information in a timely matter as necessary for informed decision.

COMMENTS: CONTINUES TO BE AN EFFECTIVE AND CREATIVE LEADER!
VERY GOOD JOB!

POSSIBLE ACHIEVEMENTS:

B. Community Relationships

- 4 1 Solicits opinions and gains respect and support of the community on the conduct of the Educational Service Center operation.
- 4 2 Solicits and gives attention to problems and opinions of all groups and individuals.
- 3.5 3 Develops friendly and cooperative relationships with the media.
- 3 4 Participates actively in community life and affairs
- 4 5 Achieves status as a community leader in public education.
- 4 6 Communicates, forms, and networks with both private and public groups.
- 4 7 Develops liaison with universities, Ohio Department of Education, state and local governments to coordinate activities relating to school operation.

B. Community Relationships (continued)

COMMENTS: SITS ON PORTAGE DEVELOPMENT BOARD AND ADVISORY PANEL AT
KSU. YOUR IDEAS AND CREATION OF SCHOOLS TO ADDRESS INDUSTRY NEEDS
LIKE WELDERS FOR GAS AND OIL EXPLORATION WILL PROVIDE LONG LASTING
BENEFITS FOR ALL INVOLVED. STUDENTS, BUSINESSES, ESC.

POSSIBLE ACHEIVEMENTS:

C. Staff and Personnel Relationship

- 4 1 Develops and executes sound personnel procedures and practices
- 4 2 Evaluates performance of staff members, giving commendation for good work as well as constructive suggestions for improvements, including motivation and leadership.

COMMENTS: YOUR 'BUSINESS' MODEL APPROACH TO EDUCATION
CONTINUES TO GROW AND KEEP PC ESC ON THE LEADING EDGE.

POSSIBLE ACHEIVEMENTS:

D. Administrative Leadership

- 4 1 Recommends and coordinates educational cooperative services which the Educational Service Center can provide more efficiently or more economically than the individual local districts.
- 4 2 Performs the mandator duties required by state law, including reviewing, editing and endorsing local districts reports for forwarding to the Ohio Department of Education, and similarly processing all applications for renewing and upgrading teacher certificates/licenses.
- 4 3 Provides assistance to local districts in management, including school law and finance, budget and negotiations, and facilitates the exchange of management information among the local districts.
- 4 4 Keeps current on legislative developments in order the recommendations can be given to the local Superintendents.
- 4 5 Directs and oversees the development, implementation and evaluation of Educational Service Center goals.

COMMENTS: THE LEGISLATIVE UPDATES ARE VERY HELPFUL AND
APPRECIATED.

POSSIBLE ACHEIVEMENTS:

E. Business and Finance

4
4
4
4
4
4

- 1 Analyzes and documents needs for the Educational Service Center - facilities, equipment, supplies, personnel.
- 2 Supervises operations, insures competent and efficient performance
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- 4 Works cooperatively with the Treasurer to evaluate financial needs and makes recommendations.
- 5 Incooperation wht the Treasurer, prepares the annual budget and appropriations measure and directs their implementations.
- 6 Monitors expenses to insure they stay within the budgetary guidelines and makes recommendations if problems arise.

COMMENTS:

POSSIBLE ACHEIVEMENTS:

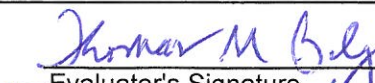
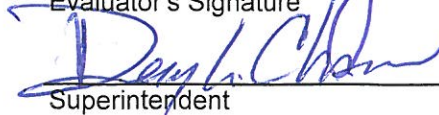
F. Personal Qualities

3.5
4
4
4
4
4

- 1 Defends principle and conviction in the face of pressure and partisan influence
- 2 Maintains high standards of ethics, honesty and integrity in all personal and professional matters
- 3 Earns respect and standing among his professional colleagues
- 4 Devotes his time and energy to his job.
- 5 Exercises good judgement in arriving at decisions.
- 6 Maintains composure under pressure, and placed the goals of the organization above individual reward or gain.

COMMENTS: GREAT JOB! RECOGNIZED AS A COMMUNITY EDUCATIONAL LEADER ALWAYS PROMOTING STUDENTS, STAFF AND THE ESC! CREATED A NEW BRAND IDENTITY! DEWEY SHOULD BE RETAINED AND COMPENSATED ACCORDINGLY.

POSSIBLE ACHEIVEMENTS: LAST YEAR'S GOAL OF THE PC SCHOOLS OPERATING UNDER A COMMON CALENDAR, WITH DILIGENT PLANNING, IS NEARING REALITY.

	9-2-13
Evaluator's Signature	Date
	9-4-13
Superintendent	Date

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- 3-4 4 Interprets and executes the intent of Board policy.
- 2-4 5 Seeks and accepts constructive criticism of his work *See comment*
- 3-4 6 Supports Board policy and actions to the public and staff
- 3-4 7 Prepares agendas and serves as the board's professional consultant on educational matters, recommending appropriate actions in keeping with sound educational proactive and Board policies and supplying the Board with information in a timely matter as necessary for informed decision.

COMMENTS: *Does not accept questions with an open mind. Concealed with attitude at meeting when he needed the money relating to fees of charter school & seeing results in almost every point in this section*

POSSIBLE ACHIEVEMENTS:

B. Community Relationships

- 4 - 2 1 Solicits opinions and gains respect an support of the community on the conduct of the Educational Service Center operation.
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- 3, 5 3 Develops friendly and cooperative relationships with the media.
- 3 4 Participates actively in community life and affairs - *give people*
- 4 5 Achieves status as a community leader in public education.
- 4 6 Communicates, forms, and networks with both private and public groups.
- 4 7 Develops liaison with universities, Ohio Department of Education, state and local governments to coordinate activities relating to school operation.

B. Community Relationships (continued)

COMMENTS: *Continues to expand an almost even part in this section he continues to participate with the Portage Development Board and at Kent State*

POSSIBLE ACHIEVEMENTS:

C. Staff and Personnel Relationship

3-4-7 1 Develops and executes sound personnel procedures and practices

? 2 *Give examples* Evaluates performance of staff members, giving commendation for good work as well as constructive suggestions for improvements, including motivation and leadership.

COMMENTS: *Your business model approach is great, I hope the staff is learning*

Continued "referral recognition program for staff"

POSSIBLE ACHIEVEMENTS:

D. Administrative Leadership

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4 3 Provides assistance to local districts in management, including school law and finance, budget and negotiations, and facilitates the exchange of management information among the local districts.

3 4 Keeps current on legislative developments in order the recommendations can be given to the local Superintendents.

4 5 Directs and oversees the development, implementation and evaluation of Educational Service Center goals.

COMMENTS: *Never goes above and beyond to extend ESC services and solve issues*

POSSIBLE ACHIEVEMENTS: *Continue to develop ESC business partners and continued to seek feedback from our customers*

E. Business and Finance

Tom does a lot of things in conjunction with the

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COMMENTS:

POSSIBLE ACHIEVEMENTS:

F. Personal Qualities

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- 4 4 Devotes his time and energy to his job.
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- 3-4 6 Maintains composure under pressure, and placed the goals of the organization above individual reward or gain.

COMMENTS:

Your priorities are student welfare first in conjunction with ESC's resources. You "can do it" next approach appears to be giving it a forward looking boost. Custom job overall

POSSIBLE ACHIEVEMENTS:

Seek continual collaboration for shared services, explore opportunities at NEOMED + stem schools - Keep ESC's expansion going.

Dale W. Ward 6-12-14
Evaluator's Signature Date

Deugh Chen 6-12-14
Superintendent Date

PORTAGE COUNTY ESC
 Appropriation Account Summary
 SORTED BY FUND
 FY12 BUDGET

	FYTD Expendable	FYTD Actual Expenditures	MTD Actual Expenditures	YTD Actual Expenditures	Current + Future Encumbrances	FYTD Remaining Balance	Percent Exp/Enc
*****TOTAL FOR FUND 001 (GENERAL):	7,094,841.67	7,023,405.93	796,333.70	3,619,658.01	71,435.74	0.00	100.00
*****TOTAL FOR FUND 006 (FOOD SERVICE):	116,443.01	116,443.01	12,924.36	116,221.46	0.00	0.00	100.00
*****TOTAL FOR FUND 018 (PUBLIC SCHOOL SUPPORT):	504.74	504.74	372.49-	504.74	0.00	0.00	100.00
*****TOTAL FOR FUND 019 (OTHER GRANT):	252,745.07	252,745.07	1,454.90	12,931.03	0.00	0.00	100.00
*****TOTAL FOR FUND 026 (EMPLOYEE BENEFITS AGENCY FUND):	32,943,976.03	32,943,976.03	3,127,667.81	17,073,975.55	0.00	0.00	100.00
*****TOTAL FOR FUND 200 (STUDENT MANAGED ACTIVITY):	165.52	165.52	0.00	0.00	0.00	0.00	100.00
*****TOTAL FOR FUND 432 (MANAGEMENT INFORMATION SYSTEM):	0.00	0.00	126.95-	126.95-	0.00	0.00	0.00
*****TOTAL FOR FUND 463 (ALTERNATIVE SCHOOLS):	59,104.00	59,104.00	4,099.82	31,042.10	0.00	0.00	100.00
*****TOTAL FOR FUND 499 (MISCELLANEOUS STATE GRANT FUND):	0.00	0.00	0.00	7,181.70-	0.00	0.00	0.00
*****TOTAL FOR FUND 516 (IDEA PART B GRANTS):	45,602.20	45,602.20	5,361.86	21,827.12	0.00	0.00	100.00

PORTAGE COUNTY ESC
Appropriation Account Summary
SORTED BY FUND
FY12 BUDGET

FYTD Expendable	FYTD Actual Expenditures	MTD Actual Expenditures	YTD Actual Expenditures	Current + Future Encumbrances	FYTD Remaining Balance	Percent Exp/Enc
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*****TOTAL FOR FUND 587 (IDEA PRESCHOOL-HANDICAPPED):	45,182.26	45,182.26	3,693.02	215.74-	0.00	0.00 100.00
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*****GRAND TOTALS:	40,558,564.50	40,487,129.76	3,951,036.03	20,868,635.62	71,435.74	0.00 100.00
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PORTAGE COUNTY ESC
 Appropriation Account Summary
 SORTED BY FUND
 FY13 BUDGET

	FYTD Expendable	FYTD Actual Expenditures	MTD Actual Expenditures	YTD Actual Expenditures	Current + Future Encumbrances	FYTD Remaining Balance	Percent Exp/Enc
*****TOTAL FOR FUND 001 (GENERAL):	8,000,000.00	7,176,377.84	756,119.54	3,879,798.95	124,003.75	699,618.41	91.25
*****TOTAL FOR FUND 006 (FOOD SERVICE):	150,000.00	143,249.43	28,796.11	91,805.71	0.00	6,750.57	95.50
*****TOTAL FOR FUND 007 (SPECIAL TRUST):	3,000.00	0.00	0.00	0.00	0.00	3,000.00	0.00
*****TOTAL FOR FUND 018 (PUBLIC SCHOOL SUPPORT):	1,765.12	0.00	0.00	0.00	0.00	1,765.12	0.00
*****TOTAL FOR FUND 019 (OTHER GRANT):	2,005,800.00	1,443,293.20	132,662.67	828,935.09	636.41	561,870.39	71.99
*****TOTAL FOR FUND 026 (EMPLOYEE BENEFITS AGENCY FUND):	60,400,000.00	32,937,865.09	2,539,119.60	15,777,093.62	0.00	27,462,134.91	54.53
*****TOTAL FOR FUND 200 (STUDENT MANAGED ACTIVITY):	2,564.26	0.00	0.00	0.00	0.00	2,564.26	0.00
*****TOTAL FOR FUND 416 (TEACHER DEVELOPMENT):	351.36	0.00	0.00	0.00	0.00	351.36	0.00
*****TOTAL FOR FUND 440 (ENTRY YEAR PROGRAMS):	641.08	0.00	0.00	0.00	0.00	641.08	0.00
*****TOTAL FOR FUND 450 (SCHOOLNET EQUIP/INFRASTRUCTURE):	47.20	0.00	0.00	0.00	0.00	47.20	0.00

PORTAGE COUNTY ESC
 Appropriation Account Summary
 SORTED BY FUND
 FY14 BUDGET

FYTD Expendable	FYTD Actual Expenditures	MTD Actual Expenditures	YTD Actual Expenditures	Current + Future Encumbrances	FYTD Remaining Balance	Percent Exp/Enc
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*****TOTAL FOR FUND 463 (ALTERNATIVE SCHOOLS):	52,236.00	52,236.00	1,000.00	31,829.67	0.00	0.00 100.00
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*****TOTAL FOR FUND 499 (MISCELLANEOUS STATE GRANT FUND):	22,346.49	0.00	0.00	0.00	0.00	22,346.49 0.00
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*****TOTAL FOR FUND 506 (RACE TO THE TOP):	2,800.00	0.00	0.00	0.00	2,800.00	0.00 100.00
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*****TOTAL FOR FUND 516 (IDEA PART B GRANTS):	26,346.42	25,835.52	4,445.28	15,360.47	510.90	0.00 100.00
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*****TOTAL FOR FUND 587 (IDEA PRESCHOOL-HANDICAPPED):	32,548.48	32,548.48	2,043.94	16,601.15	0.00	0.00 100.00
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*****TOTAL FOR FUND 599 (MISCELLANEOUS FED. GRANT FUND):	5,145.26	0.00	0.00	0.00	0.00	5,145.26 0.00
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*****GRAND TOTALS:	71,809,791.67	49,682,598.49	4,261,964.34	25,376,799.23	120,389.01	22,006,804.17 69.35
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