



INKSTER PUBLIC SCHOOLS

BOARD OF EDUCATION & ADMINISTRATIVE OFFICES
 29115 Carlisle Inkster, MI 48141-2806
 (734)722-5310 Fax: (734)722-2150

Ms. Mischa Bashir, Superintendent
 Dr. J. R. Sledge, Deputy Superintendent

Dr. S
1/23/11

I do not agree with ratings given by Williams

Name: Mr. Lamanzer Williams, Athletic Director

Date: 10/17/11

GOAL #1: Leadership: The administrator promotes the success of all students by facilitating and sustaining the development, communication, and implementation of a shared vision that reflects excellence, equity and efficiency.

Objectives:	Indicators of Success	Resources for Support
<ul style="list-style-type: none"> <input type="radio"/> Collects and analyzes data UNSATISFACTORY, NO EVIDENCE TO DATE <input type="radio"/> Consistently sets and communicates high expectations UNSATISFACTORY, NO EVIDENCE TO DATE <input type="radio"/> Collaborates regularly with building administrators and staff for the effective organization of the athletic department UNSATISFACTORY, NO EVIDENCE TO DATE <input type="radio"/> Recruits and retains student athletes UNSATISFACTORY, NO EVIDENCE TO DATE <input type="radio"/> Employs excellent district-wide communication skills to effectively promoted and advertise athletic events UNSATISFACTORY, NO EVIDENCE TO DATE <input type="radio"/> Develops partnerships to the benefit of increased student achievement UNSATISFACTORY, NO EVIDENCE TO DATE 	<p>Evaluates and makes written recommendations for improving athletic program</p> <p>Establishes and evidences monthly meetings with direct reports</p> <p>Establishes and evidences two-way communication with building administrators</p> <p>Ensure that all coaching staff have access and participate in C.A.P. classes</p> <p>Develop and active recruitment campaign for new and returning athletes to include summer and semester break training camps</p> <p>Establish protocol and activities to showcase student talent for recruiters and sponsors to include but not limited to scholarship opportunities</p>	<p>Secretarial support</p> <p>Cabinet meetings</p> <p>Ongoing communication and guidance</p> <p>Booster Clubs</p>

<ul style="list-style-type: none"> ○ Models respect contributes to the profession ○ Furthers professional credentials and learning in accordance with MHSAA <p>UNSATISFACTORY, NO EVIDENCE TO DATE</p>	<p>Conduct regular parent meetings</p> <p>Provide professional development to staff and parents regarding Clearinghouse requirements</p> <p>Consistently advertise and publish athletic events to include printed flyers, calendars, schedules and marquee promotions of upcoming games</p>	
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FORMATIVE OBSERVATION NARRATIVE: *To date, I have not reviewed the following evidences of success: (1) evaluation and written recommendations for improving athletic program: While the football season has ended and the basketball season is underway, Mr. Williams has not submitted any evidence to suggest that he has reflected over the season in an effort to improve and enhance the program. Further, preliminary thinking and planning has not been evidenced as it related to the basketball season. Protocols for students nor staff have been submitted for review or implementation. (2) Established and evidenced monthly meetings with direct reports: There has been nothing done to date. (3) Established and evidenced two-way communication with building administrators: There has been much data to suggest that this is a huge challenge for Mr. Williams. By choice, he routinely opts out of decision making and overall school involvement. Further, his reserved demeanor extends to the Middle School as I have had to personally direct him to meet and support athletics at the middle school. Mr. Williams' reluctance to become involved in the daily communications of the high school compromises the overall success of the building. (4) Ensured that all coaching staff have access and participate in C.A.P. classes: Again, there are no evidences here to suggest satisfactory performance. (5) Developed an active recruitment campaign for new and returning athletes to include summer and semester break training camps: No plans submitted. (6) Established protocol and activities to showcase student talent for recruiters and sponsors to include but not limited to scholarship opportunities: Again, no evidences submitted. Current performance: Unsatisfactory.*

Name: Mr. Lamanzer Williams, Athletic Director

Date: 10/17/11

GOAL #2: Climate: The school administrator promotes the success of all students by developing and maintaining a positive and safe school climate for all stakeholders.

Objectives:	Indicators of Success	Resources for Support
<ul style="list-style-type: none"> ○ Creates opportunities for stakeholder involvement ○ Develops and implements a crisis management plan ○ Establishes and consistently employs use of an 	<p>Establish productive and active Booster Club</p> <p>Collaborate with building administrators and security to</p>	<p>Secretarial support</p> <p>Cabinet meetings</p>

<p>effective disciplinary protocol for monitoring and addressing the grade 10 students actions and infractions</p> <ul style="list-style-type: none"> ○ Models and promotes effective conflict resolution and proactive measures for student safety ○ Collaborates with administrative staff for effective building operations ○ Employs effective organizational skills ○ Addresses current and potential problems in a timely manner ○ Develops and implements rituals and ceremonies to reward and acknowledge student performance <p>UNSATISFACTORY, NO EVIDENCE RELATIVE TO ANY OBJECTIVES TO DATE</p>	<p>organize and implement drills</p> <p>Organize a system for the maintenance of documentation of student infractions to include daily suspension roster, readmission conferences</p> <p>Monitors, directs and supervises students during transitions, lunchroom, school dismissal and school level events as evidenced by documentation in form of schedule, physical appearance and security assignments</p> <p>Routinely monitor students with persistent disciplinary issues as evidenced by proactive interaction, physical presence and decrease in school level infractions and violations</p> <p>Establish and implement Athletic Open House to showcase student talent and recruit students into Athletic Program</p> <p>Establish effective system for rewards and consequences for grade 10 students</p> <p>Establish and implement a minimum of two student recognition banquets for athletes</p> <p>Institute standard operating procedures, routines and code of ethics for all athletes</p>	<p>Ongoing communication and guidance</p> <p>Booster Club support</p>
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FORMATIVE OBSERVATION NARRATIVE

To date, I have not reviewed the following evidences (1) Established productive and active Booster Club. (2) Collaboration with building administrators and security to organize and implement drills: There is record of only one fire drill since Mr. Williams signed his job description. Furthermore, I have not received any feedback from the drill. There has been absolutely no work submitted for mandatory drills. Mr. Williams has placed the entire high school in jeopardy of compliance. (3) Organized a system for the maintenance of documentation of student infractions to include daily suspension roster, readmission conferences: Mr. Williams should submit summaries of this work as well as a plan that indicates how to deal with the serious and most frequent infractions (4) Monitors, directs and supervises students during transitions, lunchroom, school dismissal and school level events as evidenced by documentation in form of schedule, physical appearance and security assignments: Mr. Williams provides no supervision of security

staff. Further, I have personally directed Mr. Williams on two different occasions to monitor the halls during student transitions with his radio which he personally complained of not receiving and then failed to carry and make use of it routinely. (5) Routinely monitors students with persistent disciplinary issues as evidenced by proactive interaction, physical presence and decrease in school level infractions and violations (6) Establish and implement Athletic Open House to showcase student talent and recruit students into Athletic Program (7) Establish effective system for rewards and consequences for 10th graders (8) Establish and implement a minimum of two student recognition banquets for athletes (9) Institute standard operating procedures, routines and code of ethics for all athletes. For the sake of redundancy, again I have seen nothing to suggest a satisfactory performance. The current performance is unsatisfactory.

Name: Mr. Lamanzer Williams, Athletic Director

Date: 10/17/11

GOAL #3: Student Achievement: The school administrator's work results in acceptable, measurable progress based on established standards for continuous school improvement as evidence through multiple forms of data.

Objectives:

Indicators of Success

Resources for Support

FORMATIVE OBSERVATION NARRATIVE: I did not review my notes for any evidence relative to Goal 3 as Goals 1 and 2 are currently unsatisfactory. In order to maintain an overall satisfactory rating, Mr. Williams must demonstrate his competency and skill set by attending to the items from his job description and this template. Mr. Williams must collect, organize, and present his data that evidences his success. I recommend the following administrative support:

- Biweekly Accountability Conversations initiated by Mr. Williams
- Selection of a non district athletic director as a mentor
- Weekly meetings with high school building administrators, I make sure administrators are available
- Professional development that will aide in his successful performance as identified by him
- Daily journal writing to reflect the current day's work after which we can dialogue during biweekly sessions

Mr. Williams still has time to earn a satisfactory summative evaluation. His attention to detail, professionalism, students, and colleagues will result in his overall success.

Dr. [Signature]
1/23/11

I do not agree
with ratings given
Fery Williams



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Ms. Mischa Bashir, Superintendent
Dr. J. R. Sledge, Deputy Superintendent

TO: Mr. Lamanza Williams, Athletic Director / Dean of Discipline
FROM: Dr. Jumanne R. Sledge, Deputy, Superintendent, Inkster Public Schools
DATE: January 22, 2012
RE: **Interim Evaluation**
CC: Ms. Mischa Bashir, Superintendent, Inkster Public Schools
Mr. Roy Harris, Principal, Inkster High School

Mr. Williams, thank you for agreeing to meet with me Monday, January 19, 2012 to discuss your evaluative progress. Present in the meeting were Ms. Mischa Bashir, Superintendent, Ms. Johanna Eady-Jones, Ex. Assistant, you and I.

It was discussed that your performance to date is unsatisfactory. You were given an opportunity to submit evidences to contrary, however, you stated, "... I do not have any...."

Going forward, I am hopeful that you will be able to meet and or exceed all of your goals and objectives for a year end satisfactory performance.

I appreciate your acknowledgement of this document.

Revised Distribution

Dr. Sledge

I do not agree with ratings given.

Lyn Williams



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Ms. Mischa Bashir, Superintendent

March 28, 2012

Mr. Lamanzer Williams


RE: Notice of Non Renewal/Discharge

DEAR Mr. Lamanzer Williams:

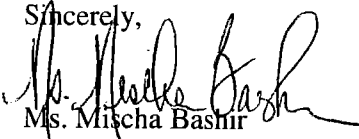
As you are aware from your recent administrative evaluation, you earned an UNSATISFACTORY rating. As a result, pursuant to your Employment Agreement *with Inkster Public Schools*, the Board of Education of Inkster Public Schools will not be issuing you a contract for next fiscal year that begins July 1, 2012. This written non-renewal notice satisfies the 60-day requirement notice set forth by the Tenure Act, where applicable.

As an administrator, you have the right to appeal the timeliness or adequacy of this notice of unsatisfactory work and discontinuance of service by filing a claim of appeal with the State Tenure Commission within 20 days of receiving this letter.

Your employment with Inkster Public Schools will end on June 30, 2012. Coverage for your health insurance will expire on July 30, 2012. Our payroll/benefits office will contact you about continuing your health insurance under COBRA. Coverage for other insurance that you may have, such as dental, life, accidental death and dismemberment (AD&D) or dependent life, will also expire on July 30, 2012.

On behalf of the Board of Education, I want to personally thank you for the contributions you have made to the district and to our students. If I can ever be of any assistance to you, please do not hesitate to contact me.

Sincerely,


Ms. Mischa Bashir

Superintendent

Inkster Public Schools

C: Personnel File
Inkster Board of Education