

Bennett, Colorado School District 29-J Superintendent Evaluations on Jim McBride

April 15, 2002 Superintendent Evaluation (from the Bennett, CO school district files)

- ☉ You appear to be struggling with the budgetary process and the concept that the operation of the school district is tied to the adopted budget.
- ☉ You have shown impulsiveness in administration, appointment and or promotion of district personnel.
- ☉ You do not seem to understand the relationship that exists between the Board and the superintendent. ... The superintendent does not direct the Board, the superintendent advises the Board.
- ☉ ... You have a problem in uniting people to work toward a common goal. Therefore, there is not a clear and consistent sense of direction. A trend has emerged in that you do not involve the appropriate people in the decision making process of the district.
- ☉ ... However, due to your impulsive nature you limit the opinions of others, you do not explore implications and options as you should, you avoid careful problem analysis, i.e. you do not anticipate how people will react to your decisions and proposals.
- ☉ ... your ability to delegate research and information gathering to district staff that should be done by the superintendent, so that other members of the staff do not become overloaded, you need to retain much of this responsibility.
- ☉ Several times you have "passed the buck" and made the Board or Board members responsible for your errors in communication.
- ☉ Because you have a problem listening to people, you are perceived as not attentive in trying to grasp ideas expressed by others.
- ☉ You say you want productive relationships with others, however, you fail to develop those relationships, e.g. board and superintendent, lack of teamwork with business manager on financial affairs, failure to consult with technology director before planning for future technology needs. (CH Note: His technology program was dissolved after he was terminated.)
- ☉ You want good morale but because of previously noted communications skills, morale is hurt because of, e.g. broken promises and untimely statements about what is possible and abruptly changing plans.
- ☉ Your district office ... is not a locker room. The office should not have clothes, shoes, and other personal items tossed about at any time. Current practice makes the women in the office very uncomfortable.
- ☉ You are not a good listener, you are rude at meetings around the district by constantly interrupting and disrupting the meetings with your comments and stories. You constantly get the wrong interpretation of the conversation by not listening. You are perceived as a person that talks at others, not with them.
- ☉ You need to become more aware of conduct and comments towards the women of the district. You are making comments that can easily be construed as sexual harassment.
Note: This Evaluation was signed by Jim McBride and Dennis Smialek, Board President

October 14, 2002 Superintendent Evaluation (McBride received no "Outstanding" grades)

- ☉ 1.12 Maintains the appropriate budgetary procedures and prepares and submits to the Board the annual proposed operating budget.
Business manager does all this for him, assistance from Board members
- ☉ Part I Remarks: *McBride brings no support to the staff - does not know school law, finance - does not know how to work with subordinates - orders things done. Delegates things to people that he should be doing*
- ☉ 2.8 Unites people toward a common goal.
Is not in position to unite, too much division
- ☉ 2.10 Demonstrates the vision of a District of excellence.
Strives for excellence, but lacks personal skills to get us there
- ☉ Part II Remarks: *Have seen very little leadership demonstrated. Can not focus on more than one issue at a time. Does not see the larger picture for the district. Doesn't know what the goals are for the district. Blames staff for his failures.*
- ☉ 3.1 Makes timely decisions.
Unaware of many decisions he has made
- ☉ 3.2 Displays an image of confidence
Displays confidence, but backpedals quickly!
- ☉ Part III Remarks: *Seems to be unable to determine what problem is important and how to approach the situation. Always "passes the buck" and keeps praise for himself. Does not consult with entire board. "Passes the buck" every chance he gets when it's his problem. Many times, has placed board members, other administrative staff in difficult positions with the public because he can't make difficult decisions and he constantly "passes the buck" when the solution isn't pretty and then he can accept the praise to make him look good. He sabotages the board and staff constantly.*
- ☉ Part IV Remarks: *Wants to (promote good morale) but does not seem to be able. Interpersonal skills are very poor. NOT interested in others, what they think or feel. McBride is insincere, and strives to make himself look good at the expense of others. McBride is not a good listener. Dr. McBride has taken information out of executive sessions and spoke to members of the staff and public about the information. The board does not have any level of trust in McBride. He has been caught in several indiscretions on the truth concerning issues of his leadership.*
- ☉ Part V Remarks: *He rudely and constantly interrupts. He is not a good listener, does not take other people's ideas - TAKES credit for other people's ideas and accomplishments.*

Note: The script is what was handwritten on the Evaluation form by the board president.

This Superintendent Evaluation was signed by McBride, Smialek, and the other four Bennett school board members on, October 28, 2002 - when McBride's employment was terminated.

Read both Superintendent Evaluation reports in their entirety on www.cheyenneherald.com

In my opinion, Jim McBride was relieved of his job in Bennett, Colorado, not only because he was incompetent (as his Evaluations reflect) but, more importantly, because he was a financial risk to the school district due to his odd personal behavior. Based on written records and verbal representations made to me, I believe he was perceived as a risk to the district for a sexual harassment claim.

Dave F.

Will voters elect a man who has never been a Wyoming classroom teacher; never been a Wyoming public school principal; never been a Wyoming school district superintendent; has had no children educated in Wyoming schools; did not attend Wyoming schools or UW himself; and registered to vote in Wyoming elections for the first time in 2004. Will Wyoming voters elect such a man to be their Superintendent of Public Instruction? Jim McBride takes credit for the Hathaway Scholarship. He had nothing to do with it. He takes credit for private school licensing. He had nothing to do with that. He takes credit for teacher pay raises. He had nothing to do with them. Will Wyoming voters elect such a man to be their Superintendent of Public Instruction? Barbara Cubin denigrates her opponent because he has lived in Wyoming for only 17 years. What must she think of Jim McBride? He has lived in Wyoming for only 3 1/2 years.


The following letter was submitted to the Tribune-Eagle and they printed most of the text on Saturday, October 28, 2006. The author of the letter, Mark Shubert, contacted the Cheyenne Herald and asked if we would print his letter (as a paid ad) in its entirety. Because the line omitted is not accusatory, libelous or profane, we agreed. The line dropped by the Tribune-Eagle appears near the end of the letter and is underlined. The letter, with the line intact, was within the 350 word limit the WTE imposes on letters to the editor.

Several weeks ago, I attended a Candidate's Forum at LCCC, sponsored by South Cheyenne Development Association. During his presentation, Mr. Larry Atwell, candidate for County Commissioner, apparently thinking he could favorably influence a Southside audience, stated that he was partially responsible for and took partial credit in the establishment of a bank, Frontier Bank (now Pinnacle) on the Southside. I was shocked by his statement but decided not to pursue it at that time. However, after talking with other individuals who attended that forum and Frontier Bank officials, I have decided to set the record straight.

I was one of the organizers of Frontier Bank. Our group worked hard for several years through numerous roadblocks and minefields before we were successful in obtaining a State bank charter on August 7, 1984, when we opened our doors. I was a member of the original Board of Directors and served as Chairman for the first 15 years of the bank's existence. During our organizational period we had no contact nor encouragement from the Chamber of Commerce. At no time during the establishment or operation of Frontier Bank did Mr. Atwell have any input, involvement or influence. He had no personal or business accounts with us. Why he made the statement only he can explain.

Mr. Atwell also indicated that he had a successful business on the Southside. He took over a well-respected and flourishing business, Wilson Equipment & Supply. His business failed after several years. Mr. Atwell blames high interest rates. We were, and are, in business starting about the same time and experienced 22.5% interest rates on commercial borrowing. After 35 years, we are still here. There are still questions lingering about his business closing from his then active employees. It was never explained to them as to what happened to their long-accumulated profit sharing / retirement accounts. Now is the time for Mr. Atwell to clear the air and explain to his several still-surviving employees as to what occurred. Then, as Mr. Atwell advocates, we can all get along. Long-festering sores may be healed.

This unedited text was placed as an ad and paid for by Mark Shubert



Re-Elect

JUDY CASE

City Council - Ward 1

City Council Experience

- Cheyenne City Council Member
- Chairman of Investment Committee
- Chairman of Finance Committee
- 201 Task Force Member

Goals of Judy Case

City Government is the government closest to the people. I will continue to work to give the power of the government back to the citizens of Cheyenne. I can be contacted at 635-7515.

PAID FOR BY ETHEL STERLING

After the election ...

When the political climate has lowered to a simmer, there are two important stories we will pursue and present to readers.

First will be a review of the public records acquired by the Republican Party but provided to the Cheyenne Herald too late to analyze before the vote. There may be something "there" and we will pore through the several thousand pages and see if there is - or was. If there was, the Republicans can dance around the room on one leg as the other foot is kicking themselves in the keister for not insuring that the one media outlet capable and willing to research voluminous data was not provided it until too late in the game.

The other story, more compelling and very disturbing due to the interference of election concerns which postponed appropriate action being taken sooner is about a wrongly convicted Cheyenne man who awaits exoneration after convincing evidence of his innocence came to light - but clearing his name and restoring his rights was delayed under after the election because of political considerations. The story will be in the Herald at the earliest possible time.