

Steamboat Springs School District RE-2
Superintendent Evaluation - 2025/2026

Scale: 5 = Outstanding; 4 = Accomplished; 3 = Proficient; 2 = Partially Proficient; 1 = Basic

5 = 90 - 100% (Majority of the time); 4 = 80 - 89% (Significant amount of the time); 3 = 70 - 79% (Sufficient amount of time); 2 = 50 - 69% (Sometimes); 1 = 0 - 49% (Never to minimal amount of time)

Relationship with the Board: Promotes the learning and growth of all students and staff through an effective partnership with the Board that supports the mission and vision of SSSD.	Callahan	Craig	Helme	Lemmer	Toothaker	Element Average	COMMENTS REQUIRED FOR SCORE BELOW 3
- Keeps the Board informed on issues, needs, and operation of the school system.						0	
- Provides recommendations, advice, information, and/or materials to assist the Board in its deliberations.						0	
- Makes an effort to work with all Board members on an equal basis and not unduly rely on certain individuals.						0	
- Implements directives from the Board.						0	
- Is receptive to input from the Board regarding how the community feels about the schools.						0	
Individual Average on Standard	0	0	0	0	0		
				STANDARD AVERAGE:		0	
Educational Leadership: Promotes the learning and growth of all students and the success of all staff by cultivating a shared mission & vision that makes impactful teaching and learning the central focus of SSSD.	Callahan	Craig	Helme	Lemmer	Toothaker	Element Average	COMMENTS REQUIRED FOR SCORE BELOW 3
- Implements Focus Area 1 of Strategic Plan: Learning experiences that support students to reach their fullest potential.						0	
- Implements Focus Area 2 of Strategic Plan: Building skills for students' lives & futures						0	
- Implements Focus Area 3 of Strategic Plan: Thriving educators & community						0	
- Communicate Strategic Plan with staff and community.						0	
- Understands and keeps informed regarding all aspects of the instructional program.						0	
- Serves as professional leader of the staff and adviser to the Board.						0	
- Consistently strives to improve the District's instructional programs.						0	

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Individual Average on Standard	5	0	0	0	0		
				STANDARD AVERAGE:		0	
Business / Finance: Promotes the learning and growth of all students and staff by ensuring a safe, efficient, and effective learning environment, utilizing resources to implement an appropriate educational program through responsible fiscal management.	Callahan	Craig	Helme	Lemmer	Toothaker	Element Average	COMMENTS REQUIRED FOR SCORE BELOW 3
- Assumes responsibility for administering the financial affairs of the district pursuant to established policy.						0	
- Provides periodic reports to the Board relating to financial status and transactions.						0	
- Advises the Board on the transportation, operation, and maintenance needs for the District.						0	
- Operates the District in a fiscally sound manner.						0	
Individual Average on Standard	5	0	0	5	0		
				STANDARD AVERAGE:		0	
Climate & Culture: Promotes success for all students by nurturing and sustaining a school culture of reflective practice, high expectations, and continuous learning for staff.	Callahan	Craig	Helme	Lemmer	Toothaker	Element Average	COMMENTS REQUIRED FOR SCORE BELOW 3
- Establishes trust with direct reports and staff throughout the District.						0	
- Creates a system of shared leadership with Cabinet members.						0	
- Designs & utilizes a system of structure and processes which result in staff and community engagement and support.						0	
- Ensures system-wide structures provide an orderly and supportive environment that fosters a sense of safety and well-being.						0	

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- Commits to an inclusive and positive school environment that meets the needs of all staff, students, and community members.						0
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Individual Average on Standard	5	0	0	0	0		
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					STANDARD AVERAGE:	0	
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Professionalism: Promotes the learning and growth of all students and the success of all staff through effective partnerships with the community and other stakeholders that support the mission and vision of SSSD.	Callahan	Craig	Helme	Lemmer	Toothaker	Element Average	COMMENTS REQUIRED FOR SCORE BELOW 3

support the mission and vision of SSSD.	Callahan	Craig	Helme	Lemmer	Toothaker	Element Average	COMMENTS REQUIRED FOR SCORE BELOW 3
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- Demonstrates high standards of ethical conduct, reflection, and external leadership.						0	
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- Demonstrates high standards of ethical conduct, reflection, and external leadership.						0	
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- Gains respect and support of the community regarding the conduct of school operations.						0	
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- Gains respect and support of the community regarding the conduct of school operations.						0	
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- Achieves status as a community leader in public education.						0	
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- Achieves status as a community leader in public education.						0	
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- Works effectively with public and private agencies.						0	
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- Treats all personnel fairly, without favoritism or discrimination, while expecting high performance. Conducts fair, professional, and creditable evaluations.						0	
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- Treats all personnel fairly, without favoritism or discrimination, while expecting high performance. Conducts fair, professional, and creditable evaluations.						0	
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Individual Average on Standard	0	0	0	0	0		
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					STANDARD AVERAGE:	0
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Student Learning Goal / Professional Practice Goal: See Tab 2	Callahan	Craig	Helme	Lemmer	Toothaker	Element Average	COMMENTS REQUIRED FOR SCORE BELOW 3
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Practice Goal: See Tab 2	Callahan	Craig	Helme	Lemmer	Toothaker	Element Average	COMMENTS REQUIRED FOR SCORE BELOW 3

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- Student Learning SMART Goal / Strategic Plan: Focus Area 2: Priority 1						0
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- Student Learning SMART Goal / Strategic Plan: Focus Area 2: Priority 1						0
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- Professional Practice SMART Goal / Strategic Plan: Focus Area 3; Priority 1						0
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- Professional Practice SMART Goal / Strategic Plan: Focus Area 3; Priority 1						0
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Individual Average on Standard	0	0	0	0	0		
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					STANDARD AVERAGE:	0	
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OVERALL AVERAGE:		0.00
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Superintendent Signature:							
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Board President Signature:							
Date:							