

Name of Evaluator: Tom Hendrix

Date of Evaluation: 6/15/26

OUTCOME #1 Student Learning & Instruction	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<p><i>Students are achieving benchmarks for grade level proficiency or targeted growth goals. The Superintendent leads the District by providing best practices in instructional programs and staff professional development.</i></p>	Chose only one		
<p>1.1 Student achievement proficiency and growth data in Math and ELA are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing deficiencies</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>1.2 CTE and workplace learning participation are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing concerns and areas of growth</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>1.3 District graduation rate meets or exceeds the state's graduation rate</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Provide Evidence for Rating:			
1.5 District goals, curriculum, and initiatives are systemically aligned throughout the District using the District Performance Plan and Portrait of a Learner with associated professional development to staff Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

OUTCOME #2 Communication & Ethics	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<i>The Superintendent establishes effective communication with all stakeholders by effectively engaging and responding to the interests and needs that support the success of all students.</i>			
2.1 Uses effective public information strategies to communicate and promote a positive image of the District with families, community, the media, and state and local officials Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<p>2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>2.4 Reports during the monthly board meeting to help educate stakeholders about important educational issues and updates</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>2.5 Responds to stakeholder and board communications within 2 working days</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p><i>The Superintendent administers district operations in an ethical manner.</i></p>	<p>Exceeds Expectations: (5pts)</p>	<p>Meets Expectations: (3pts)</p>	<p>Does Not Meet Expectations: (1pt)</p>
<p>2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>2.7 Models accepted moral and ethical standards in all interactions</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Provide Evidence for Rating:			
2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

OUTCOME #3 Human Resources and Finance	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<i>The Superintendent demonstrates the knowledge, skills, and ability to effectively manage operations and promotes a positive working environment for staff.</i>			
3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<p>3.2 Effectively works with District bargaining units and actively seeks to improve bargaining outcomes that best serve students and the District</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><i>The Superintendent is an effective steward of the District's financial resources and ensures the fiscal health of the District.</i></p>	<p>Exceeds Expectations: (5pts)</p>	<p>Meets Expectations: (3pts)</p>	<p>Does Not Meet Expectations: (1pt)</p>
<p>3.4 Guides the process of fiscal planning and budget development and makes recommendations based upon the District's current fiscal position and future needs</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>3.5 Implements audit recommendations and works to ensure the annual audit is completed in a timely manner and reflects best practices</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

OUTCOME #4 Policy & Board Relations	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<i>The Superintendent works effectively with the Board of Trustees to lead and manage the District consistent with Board policies.</i>			
4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law Provide Evidence for Rating:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<i>The superintendent fosters a relationship of mutual respect and support with board members and exhibits a shared understanding of Board and Superintendent roles.</i>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)

<p>4.4 Keeps the Board regularly informed with data, reports, and information which enables them to make effective and timely decisions</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>4.5 Works with the Board to develop District Goals that align with the District Performance Plan (DPP)</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>4.6 Attends trustee conferences and workshops as circumstances allow and invites trustees to site visits and events</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>4.7 Makes considerable effort to have a positive working relationship with the Board and attempts to resolve any serious conflicts with Board members</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>4.8 Works proactively with the Board President to plan for meetings, prepare agenda items, and collaborate regarding issues and concerns</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

OUTCOME #5 Facilities and Safety	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<i>The district is a good steward of capital resources. Students, staff, and community members are physically and psychologically safe in the school.</i>			
5.1 Ensures the Capital Improvement Plan (CIP), Master Facility Plan, and current facility projects are being updated and presented to the Board Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.2 Stays informed of facilities use and needs and makes facility and safety improvement recommendations as needed to the Board Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.3 Ensures that each school and the District has a current Emergency Operation Plan (EOP) and applicable safety drills are conducted at each school in conjunction with appropriate first responders Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.4 Provides an appropriate Social Emotional Learning (SEL) curriculum and resources to students, staff, and families for mental health wellness Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Provide Evidence for Rating:			
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Comments: (Identify strengths or recommendations for improvement):
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