

Standards and Professional Practices:

- 1) Student Learning and Instruction
- 2) Communication and Ethics
- 3) Human Resources and Finance
- 4) Policy and Board Relations
- 5) Facilities and Safety

Rating Scale:

<i>Performance has continually exceeded the criteria</i>	<i>Performance consistently meets the criteria</i>	<i>Performance does not meet the criteria and requires significant improvement</i>

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Name of Evaluator: Darin Farr

Date of Evaluation: 06/11/2026

<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> <p>Board members are consistently updated on data.</p>	X		

<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> <p>The board receives continuous updates.</p>	X		
<p>1.3 District graduation rate meets or exceeds the state's graduation rate</p> <p>Provide Evidence for Rating:</p> <p>Graduation rates are gradually increasing.</p>		x	
<p>1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs</p>	X		

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<p>Provide Evidence for Rating: Students with special needs are afforded every resource the district can offer.</p>			
<p>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</p> <p>Provide Evidence for Rating: This is very apparent.</p>	X		

Comments: (Identify strengths or recommendations for improvement): [None at this time.](#)

<p><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></p>			
<p>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</p> <p>Provide Evidence for Rating: This is a consistent effort by the district. Through social media, print and television journalism, the district continues to promote a positive image.</p>	X		

<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: These are offered.</p>		X	
<p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating:</p>	X		

<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: Consistent</p>	X		
<p>2.5 Responds to stakeholder and board communications within 2 working days</p> <p>Provide Evidence for Rating: Actually responds faster than, usually.</p>	X		
<p><i>The Superintendent administers district operations in an ethical manner.</i></p>			
<p>2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning</p> <p>Provide Evidence for Rating: Consistent.</p>	X		
<p>2.7 Models accepted moral and ethical standards in all interactions</p>	X		

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<p>Provide Evidence for Rating: Always projects a positive and professional demeanor, as well as displaying integrity.</p>			
<p>2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues</p> <p>Provide Evidence for Rating: He is always looking for ways to find solutions.</p>	X		

Comments: (Identify strengths or recommendations for improvement): **Positive**
Empathetic
Professional
Calm
Enthusiasm

<p><i>The Superintendent demonstrates the knowledge, skills, and ability to effectively manage operations and promotes a positive working environment for staff.</i></p>			
<p>3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals</p> <p>Provide Evidence for Rating:</p>	X		

<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: I believe he does this well and is honest and up front at all times.</p>	X		
<p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating: Consistently</p>	X		

<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>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: Obvious</p>	X		
<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: Obvious</p>	X		
<p>3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating</p> <p>Provide Evidence for Rating: Obvious</p>	X		

Comments: (Identify strengths or recommendations for improvement):

No recommendations- Displays excellent leadership and teamwork skills.

<p><i>The Superintendent works effectively with the Board of Trustees to lead and manage the District consistent with Board policies.</i></p>			

<p>4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions</p> <p>Provide Evidence for Rating:</p>	X		
<p>4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law</p> <p>Provide Evidence for Rating: <i>This has been demonstrated several times.</i></p>	X		
<p>4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities</p> <p>Provide Evidence for Rating: <i>Absolutely, even when confronted with board members who actually believe themselves to be more knowledgeable than a licensed attorney.</i></p>	X		
<p><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></p>			

<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: <i>Consistently</i></p>	X		
<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>	X		

<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: <i>Have personally witnessed.</i></p>	x		
<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: <i>Very much so, even if board members are monopolizing his time or exceeding their authority.</i></p>	X		
<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: <i>This should be a higher rating due to the excessive attention our current president requires.</i></p>	X		

Comments: (Identify strengths or recommendations for improvement):

This superintendent consistently and professionally handles board relations with dignity, patience and grace. He deserves recognition for his aplomb and calm demeanor.

<p><i>The district is a good steward of capital resources. Students, staff, and community members are physically and psychologically safe in the school.</i></p>			

<p>5.1 Ensures the Capital Improvement Plan (CIP), Master Facility Plan, and current facility projects are being updated and presented to the Board</p> <p>Provide Evidence for Rating: Obvious</p>	X		
<p>5.2 Stays informed of facilities use and needs and makes facility and safety improvement recommendations as needed to the Board</p> <p>Provide Evidence for Rating: Obvious</p>	X		
<p>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</p> <p>Provide Evidence for Rating: Observed</p>	X		
<p>5.4 Provides an appropriate Social Emotional Learning (SEL) curriculum and resources to students, staff, and families for mental health wellness</p> <p>Provide Evidence for Rating: Consistently and appropriately.</p>	X		
<p>5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update</p>	X		

<p>Provide Evidence for Rating: Witnessed at board meetings annually.</p>			
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Comments: (Identify strengths or recommendations for improvement): [Manages a great staff who are very good at their roles.](#)