









Name of Evaluator: Elmer Bull

Date of Evaluation: 6/11/26

<b>OUTCOME #1 Student Learning &amp; Instruction</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<p><b><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></b></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: Through publications and staff reporting, the Board is periodically updated on student achievement proficiency and growth data. <span style="float: right;">+</span></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: I feel the superintendent does a commendable job of monitoring the CTE and workplace learning programs while <span style="float: right;">+</span></p>	<input type="checkbox"/>	<input checked="" 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: While the graduation rate for Lyon County Schools dipped slightly during the 2024 - 2025 school year, it was still slightly <span style="float: right;">+</span></p>	<input type="checkbox"/>	<input checked="" 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: To the best of my knowledge, the Superintendent and Director of Special Services are providing appropriate individual plans. 			
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:			

Comments: (Identify strengths or recommendations for improvement):

<b>OUTCOME #2 Communication &amp; Ethics</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><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></b>			
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:  The superintendent, while working closely with the public information officer and senior staff, does a very good job of promoting the positive aspects and events that are part of the Lyon County School District. While challenges are ever 			

<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: There was no annual survey of parents / guardians implemented since the last evaluation period. At a time when</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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: School visits are scheduled on a regular basis and, as alluded to previously, I feel the superintendent and his staff do a very</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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b><i>The Superintendent administers district operations in an ethical manner.</i></b></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 checked="" type="checkbox"/>	<input type="checkbox"/>
<p>2.7 Models accepted moral and ethical standards in all interactions</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input 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):

<b>OUTCOME #3 Human Resources and Finance</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The Superintendent demonstrates the knowledge, skills, and ability to effectively manage operations and promotes a positive working environment for staff.</i></b>			
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: I rated this as Meets Expectations although certain laws are in place that can limit Board member evaluation on how policies</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b><i>The Superintendent is an effective steward of the District's financial resources and ensures the fiscal health of the District.</i></b></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: I feel the Superintendent does a commendable job in working with the Director of Operations and Chief Financial Officer to</p>	<input type="checkbox"/>	<input checked="" 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: See comments in section 3.4</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

<b>OUTCOME #4 Policy &amp; Board Relations</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The Superintendent works effectively with the Board of Trustees to lead and manage the District consistent with Board policies.</i></b>			
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: All Board meetings include the review and possible amendments to at least a few policies to assure 	<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: This appears to be occurring as is necessary.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input 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"/>
<b><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></b>	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: I feel the Superintendent and his staff did an exemplary job of guiding the Board through the development of school and </p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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: I feel the Superintendent works very hard to establish and maintain a positive and effective working relationship with the </p>	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

The Superintendent works proactively with the board and does an exemplary job of working with the Board President to assure that meeting agendas are effective and efficient in dealing with issues that merit Board attention.

<b>OUTCOME #5 Facilities and Safety</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The district is a good steward of capital resources. Students, staff, and community members are physically and psychologically safe in the school.</i></b>			
<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: The Board routinely receives updates of the CIP, Master Facility Plans an current facility projects</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<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:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<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:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<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:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update</p>	<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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## Trustee Elmer Bull - Superintendent Evaluation Comments

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. Through publications and staff reporting, the Board is periodically updated on student achievement proficiency and growth data.

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. I feel the superintendent does a commendable job of monitoring the CTE and workplace learning programs while continuing to encourage the development of enhanced opportunities in these increasingly popular and valuable programs.

1.3 District graduation rate meets or exceeds the state's graduation rate. While the graduation rate for Lyon County Schools dipped slightly during the 2024 - 2025 school year, it was still slightly above the state graduation rate.

1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs. To the best of my knowledge, the Superintendent and Director of Special Services are providing appropriate individual plans to assure that students with specialized learning needs are receiving the opportunities they are entitled to.

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. The Superintendent, while working closely with the public information officer and senior staff, does a very good job of promoting the positive aspects and events that are part of the Lyon County School District. While challenges are ever present, it's vital that the good things going on in the District are publicized and I feel that is being accomplished on a regular basis.

2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations. There was no annual survey of parents / guardians implemented since the last evaluation period. At a time when enrollment is dropping, I think it's imperative that the LCSD do everything in it's power to determine the reasons behind the drop in enrollment. While the decline in U.S. birthrate, shifting demographics and other factors are surely contributing to the decline, LCSD data indicates that over the last five years, an average of 212 students (and their parents) have submitted Notices of Intent stating that they will be home schooled. That number equates roughly to the decline in enrollment experienced by our district between September, 2024 and now. The end result has been a dramatic decrease in per student funding which, in turn, has forced the district to make adjustments in it's budget. While the adjustments have been fairly minor to this point, further drops in enrollment could begin to have significant impacts on district operations and steps must be taken to learn why so many students and parents are turning to home schooling. I firmly believe that learning why so many parents are opting for home schooling may also uncover some of the reasons why teacher recruitment is such a challenge.

2.3 Regularly visits schools and visibly engages the school community and the community at large.

School visits are scheduled on a regular basis and, as alluded to previously, I feel the superintendent and his staff do a very good job of engaging with the public.

3.3 Ensures that federal, state, and local laws and policies are implemented for employees.

The Superintendent is an effective steward of the District's financial resources and ensures the fiscal health of the District.

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.

I feel the Superintendent does a commendable job in working with the Director of Operations and Chief Financial Officer to assure that budget considerations are based on current and future financial conditions. I've been particularly impressed with the preemptive actions taken in response to declining student enrollment and attendant loss of per student revenue.

4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions.

All Board meetings include the review and possible amendments to at least a few policies to assure that the policies are effective and within the constraints of the law.

4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law.

This appears to be occurring as is necessary.

4.5 Works with the Board to develop District Goals that align with the District Performance Plan (DPP).

I feel the Superintendent and his staff did an exemplary job of guiding the Board through the development of school and district performance plans that are intended to help students achieve improved performance yet reasonable enough for teachers and staff to implement.

4.7 Makes considerable effort to have a positive working relationship with the Board and attempts to resolve any serious conflicts with Board members.

I feel the Superintendent works very hard to establish and maintain a positive and effective working relationship with the Board.

Section 4 Comments: (Identify strengths or recommendations for improvement):

The Superintendent works proactively with the board and does an exemplary job of working with the Board President to assure that meeting agendas are effective and efficient in dealing with issues that merit Board attention.

5.1 Ensures the Capital Improvement Plan (CIP), Master Facility Plan, and current facility projects are being updated and presented to the Board.

The Board routinely receives updates of the CIP, Master Facility Plans and current facility projects.