

Lyon County School District Superintendent Evaluation

PART I- RATING BASED ON STANDARDS AND PROFESSIONAL PRACTICES

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:

Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<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>

OUTCOME #1 Student Learning & Instruction	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)	Averages for trustee responses:
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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 Provide Evidence for Rating:	5	18	0	3.29
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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 Provide Evidence for Rating:	10	15	0	3.57
1.3 District graduation rate meets or exceeds the state's graduation rate Provide Evidence for Rating:	5	18	0	3.29
1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs Provide Evidence for Rating:	5	15	1	3.00
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:	10	15	0	3.57

Overall average for Outcome 1	3.34
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OUTCOME #2 Communication & Ethics	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)	Averages for trustee responses:
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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:	5	18	0	3.29
2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations	0	11	5	2.29

Provide Evidence for Rating:				
2.3 Regularly visits schools and visibly engages the school community and the community at large Provide Evidence for Rating:	25	3	3	4.43
2.4 Reports during the monthly board meeting to help educate stakeholders about important educational issues and updates Provide Evidence for Rating:	15	12	0	3.86
2.5 Responds to stakeholder and board communications within 2 working days Provide Evidence for Rating:	5	15	1	3.00
2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning Provide Evidence for Rating:	10	9	2	3.00
2.7 Models accepted moral and ethical standards in all interactions Provide Evidence for Rating:	10	9	2	3.00
2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues Provide Evidence for Rating:	10	12	1	3.29

Overall average for Outcome 2	3.27
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OUTCOME #3 Human Resources and Finance	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)	Averages for trustee responses:
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3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals	5	18	0	3.29
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Provide Evidence for Rating:				
3.2 Effectively works with District bargaining units and actively seeks to improve bargaining outcomes that best serve students and the District Provide Evidence for Rating:	5	18	0	3.29
3.3 Ensures that federal, state, and local laws and policies are implemented for employees Provide Evidence for Rating:	5	18	0	3.29
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 Provide Evidence for Rating:	10	15	0	3.57
3.5 Implements audit recommendations and works to ensure the annual audit is completed in a timely manner and reflects best practices Provide Evidence for Rating:	5	18	0	3.29
3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating Provide Evidence for Rating:	13	12	0	3.57

Overall Average for Outcome 3	3.38
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OUTCOME #4 Policy & Board Relations	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)	Averages for trustee responses:
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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:	5	18	0	3.29
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4.2 Creates administrative regulations to ensure the appropriate enforcement of board policy and compliance with state and federal law Provide Evidence for Rating:	5	15	1	3.00
4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities Provide Evidence for Rating:	5	18	0	3.29
4.4 Keeps the Board regularly informed with data, reports, and information which enables them to make effective and timely decisions Provide Evidence for Rating:	5	18	0	3.29
4.5 Works with the Board to develop District Goals that align with the District Performance Plan (DPP) Provide Evidence for Rating:	20	6	1	3.86
4.6 Attends trustee conferences and workshops as circumstances allow and invites trustees to site visits and events Provide Evidence for Rating:	15	12	0	3.86
4.7 Makes considerable effort to have a positive working relationship with the Board and attempts to resolve any serious conflicts with Board members Provide Evidence for Rating:	20	9	0	4.14
4.8 Works proactively with the Board President to plan for meetings, prepare agenda items, and collaborate regarding issues and concerns Provide Evidence for Rating:	10	15	0	3.57

Overall Average for Outcome 4:	3.54
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OUTCOME #5 Facilities and Safety	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)	Averages for trustee responses:
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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:	5	18	0	3.29
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:	10	15	0	3.57
5.3 Ensures that each school and the District has a current Emergency Operation Plan and applicable safety drills are conducted at each school in conjunction with appropriate first responders Provide Evidence for Rating:	10	15	0	3.57
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:	15	12	0	3.86
5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update Provide Evidence for Rating:	5	15	1	3.00

Overall average for Outcome 5:	3.46
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PART II- EVALUATION SUMMARY

Outcome #1 Student Learning & Instruction	3.34
Outcome #2 Communication & Ethics	3.27
Outcome #3 Human Resources and Finance	3.38
Outcome #4 Policy & Board Relations	3.54
Outcome #5 Facilities and Safety	3.46

Average of the Outcomes 1-5 (Final Score):	3.40
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An overall average between 1 to 2.32 signifies an **unsatisfactory** evaluation.
An overall average between 2.33 to 3.66 points signifies a **satisfactory** evaluation.
An overall average between 3.67 to 5 points signifies an **exceptional** evaluation.

Board President (date)

Superintendent (date)