



## **Superintendent Evaluation 2016-2017**

### **Standard 1: Strategic Leadership: Exemplary**

#### **Evidence:**

- Dayton High School and Dayton Middle School, and the District have reached proficiency
- District has improved from 171<sup>st</sup> to now being a Distinguished District and ranked 70<sup>th</sup>
- Continued efforts to define and live the district mission statement to Inspire, Engage, and Grow each of our Students. A new measure our mission has been drafted for the 17-18 school year
- Continued collaborative work with school councils and spent a great deal of effort mentoring new building leadership
- Refinement of College and Career Ready systems at DHS, Credit Recovery and Daytona to support high school graduation rate, Dual Credit with Gateway, CERT college readiness 7-12 grade has resulted in a 100 for College and Career Readiness numbers
- Continued communication on Core Beliefs and education of staff to Inspire, Engage, and Grow each of our students
- Vision and direction for Blended Learning Grant at DHS/DMS

### **Standard 2: Instructional Leadership: Exemplary**

#### **Evidence:**

- A plan for creating a guaranteed and viable curriculum (Academic Work Plan) has been created and is being implemented so teachers align instruction and assessments to standards based instruction
- Deeper Dive Walkthrough implemented and successful first year
- DHS highest ACT score (20.3) are highest ever and a point above state average
- End of Course Assessments at DHS (English and Biology) were all the highest ever and above the state average
- 100 for College and Career Readiness rate at DHS
- DMS only the 2<sup>nd</sup> Distinguished Middle School in Campbell County
- LES Achievement improved in 2016-2017 state accountability
- Development of instructional leaders through book studies, NISL, conferences, roundtables, and monthly meetings
- Implementation of the Inspire, Engage, and Grow classroom



### **Standard 3: Cultural Leadership: Exemplary**

#### **Evidence:**

- Continued a student centered culture that treats everyone with respect
- Continued the work with the board that works together for what is best for students
- Continued to be a trusted and visible leadership team focused on serving students and staff
- Continued Employee of the Month recognition
- Continued notes and recognition to students and staff
- Continued positive articles in local newspaper
- Facebook and website promoting of district accomplishments. Facebook over 1,500 followers
- Continued positive collaboration with City of Dayton
- Posted Distinguished District signs at three entrances to city
- Student attendance % increased

### **Standard 4: Human Resource Leadership: Exemplary**

#### **Evidence:**

- Continued success of new teacher year-long training and mentoring
- Continued growth and development of leadership team (one became a superintendent)
- Continued attracting new teachers via TalentEd, website, Facebook, recruitment fairs, and in culture and expectations in district
- Continued holding expectations high and subpar teachers and staff were non-renewed.
- Continued a fair and effective evaluation system in place for all staff
- \$25,000 Literacy Grant
- Continued collaborative effort to provide services to Regional Schools Program to bring back additional revenue to the district



**Standard 5: Managerial Leadership: Exemplary**

**Evidence:**

- Contingency over 10% from a low of 2%
- 1% pay raise for all employees
- Nearing completion of DHS renovation
- Shelter lockdown system for DHS/DMS
- New Chairs for all LES students
- New weight room for DHS students
- Continued collaborative and transparent budget process

**Standard 6: External Development Leadership: Exemplary**

**Evidence:**

- Early Childhood Grant winner and successful implementation
- Core Life Grant Winner
- Continued high collaboration with Children, Inc. and Headstart
- Continued high collaboration with Gateway (24 students x 12 hours = 288 hours earned)
- One to One Reading and Math Program at LES
- Enhanced partnership with St. Elizabeth, Healthpoint, and Dental Clinic
- Partnership with NKU on Cinsam, practicum teachers, and student teacher
- Continued positive relationships with local media
- Superintendent representative on Accountability Steering Committee



**Standard 7: Micropolitical Leadership: Exemplary Evidence:**

- Advocacy at state level and in newspaper regarding funding for schools
- Early Childhood advocacy
- Positive relationship with city government
- Regional leadership as President of Northern Kentucky Education Cooperative
- Representation on KDE committees such as Program Reviews and Accountability Steering Committee, and Center for Collaborative Literacy Development
- Representation on regional committees such as United Way, Success by Six, NKY LiveWell, and Chamber of Commerce
- NKCES President
- Northern Kentucky Chamber of Commerce Education Representative
- United Way Chairperson for 2018

**Focus Forward:**

1. Growing Leadership Team and Growing Leaders
2. Grow % of students in Drug Free Clubs of America
3. Salaries for instructional assistants
4. Blended Learning Grant
5. Literacy % proficient and distinguished