

Performance Levels:

The following designations will be used to indicate the progress of a superintendent toward the seven standards and their indicators:

Exemplary: Exceeds the standard

Accomplished: Meets the standard

Developing: Makes growth toward meeting the standard

Growth Required: Area(s) required to be addressed in the Professional Growth Plan

Superintendent Summative Evaluation 2016-2017.				
Standard	Exemplary	Accomplished	Developing	Growth Required
1. Strategic Leadership The superintendent creates conditions that result in strategically reimagining the district's vision, mission and goals to ensure that every student who graduates from high school is globally competitive in postsecondary education and the workforce, and is prepared for life in the 21st century. The superintendent creates a community of inquiry that challenges the community to continually repurpose itself by building on the district's core values and beliefs about the preferred future and then developing a vision.	☐ Comments/Evidence	☒ Comments/Evidence POSITIVES: Work Ethics Seal Initiative, and coordinating with Three Rivers Barge on teaching welding for career readiness. Improved ACT performance for LCHS, with math scores specifically mentioned by SBDM. ROOM FOR IMPROVEMENT: COMMUNITY INVOLVEMENT AND INTERACTION.	☐ Comments/Evidence Click here to enter text.	☐ Comments/Evidence Click here to enter text.

Superintendent Summative Evaluation 2016-2017.				
Standard	Exemplary	Accomplished	Developing	Growth Required
2. Instructional Leadership The superintendent supports and builds a system committed to shared values and beliefs focused on teaching and learning where performance gaps are systematically eliminated over time and every student graduates from high school college- and career-ready.	☐ Comments/Evidence	☒ Comments/Evidence POSITIVES: Meets with staff regularly, STAR assessments for math. Math fluency assessments. Weekly meetings with small groups of teachers. ROOM FOR IMPROVEMENT: Must develop a Team spirit among stakeholders, and ensure everyone is aware of our new direction and our objectives. Promote staff involvement and team LIVCo spirit. ✓	☐ Comments/Evidence	☐ Comments/Evidence
3. Cultural Leadership The superintendent understands and acts on the important role a system's culture has in the exemplary performance of all schools. The superintendent understands the people in the district and community, how they came to their current state, and how to connect with their traditions in order to move them forward to support the district's efforts to achieve individual and collective goals. While supporting and valuing the history, traditions and norms of the district and community, the superintendent must be able to improve the district culture, if needed, to align the work of adults with the district's goals of improving student learning and infusing the work with passion,	☐ Comments/Evidence	☐ Comments/Evidence	☐ Comments/Evidence	☒ Comments/Evidence POSITIVES: Verbal commitments to employ our graduates with Welding skills. ROOM FOR IMPROVEMENT: More vocational classes, such as nursing. Take community culture, values and dedication into consideration to avoid controversial situations.

more standards in Welding

Superintendent Summative Evaluation 2016-2017.				
Standard	Exemplary	Accomplished	Developing	Growth Required
meaning and purpose.				
4. Human Resource Leadership The superintendent ensures the district is a professional learning community with processes and systems in place that result in recruitment, induction, support, evaluation, development and retention of a highly effective, diverse staff. The superintendent uses distributed leadership to support teaching and learning, plans professional development and engages in district leadership succession planning.	☐ Comments/Evidence	☒ Comments/Evidence POSITIVES: Qualified bus driver staff is best in history. Recruitment of quality teachers and administrators continues to improve. ROOM FOR IMPROVEMENT: More involvement with staff, not as a leader, as a co-worker. Develop a strategy to build trust, and open communication of issues among teachers. Communication and issue resolution are important for our staff.	☐ Comments/Evidence	☐ Comments/Evidence
5. Managerial Leadership The superintendent ensures that the district has processes and systems in place for budgeting, staffing, problem solving, communicating expectations and scheduling that organize the work of the district and give priority to student learning and safety. The superintendent must solicit resources (both operating and capital), monitor their use and assure the inclusion of all stakeholders in decisions about resources so as to meet the 21st century needs of the district.	☐ Comments/Evidence	☐ Comments/Evidence	☒ Comments/Evidence POSITIVES: Regular meeting with staff. Technology improvements. Great work on grants for Pre-school expansion. ROOM FOR IMPROVEMENT:	☐ Comments/Evidence

Superintendent Summative Evaluation 2016-2017.				
Standard	Exemplary	Accomplished	Developing	Growth Required
✓ 6. Collaborative Leadership The superintendent, in concert with the local board of education, designs structures and processes that result in broad community engagement with support for and ownership of the district vision. Acknowledging that strong schools build strong communities, the superintendent proactively creates, with school and district staff, opportunities for parents, community members, government leaders and business representatives to participate with their investments of resources, assistance and goodwill.	☐ Comments/Evidence	☒ Comments/Evidence POSITIVES: Livingston County Education Foundation to help pursue grants and other money opportunities. Interaction with local companies, such as Three Rivers Barge will help build a strong support system for our kids. ROOM FOR IMPROVEMENT: Develop a system for more parent and staff input, and create an atmosphere of open and effective communication.	☐ Develop a system for all stakeholders to effectively communicate and assure the inclusion of all stakeholders in decision making for the district. - <i>Transparency</i> <i>Legal</i> Comments/Evidence	☐ Comments/Evidence
7. Influential Leadership The superintendent promotes the success of teaching and learning by understanding, responding to and influencing the larger political, social, economic, legal, ethical and cultural context. From this knowledge, the superintendent works with the board of education to	☒ Comments/Evidence POSITIVES: Significant growth in Math at LCHS. Business and Spanish now at LCMS.	☐ Comments/Evidence	☐ Comments/Evidence	☐ Comments/Evidence

Superintendent Summative Evaluation 2016-2017.				
Standard	Exemplary	Accomplished	Developing	Growth Required
define mutual expectations, policies and goals to ensure the academic success for all students.	Community and Work Transition Program for special needs kids. Technology issues have significantly improved. ROOM FOR IMPROVEMENT: Expand the Spanish program at LCHS, so it is available for more kids. Full time access to LCHS library for all kids. Ensure all stakeholders have an avenue to communicate issues without fear of retaliation.			

Overall Comments:

We are very well pleased with your efforts to improve our ability to educate Livingston County children. Moving forward, effective communication is our main concern that must be addressed. . We suggest an assembly of all stakeholders, where you clearly define exactly where we are going, how we are getting there, and how vital each and everyone one of us is to accomplishing that objective.

Board Chair
Date: 6/26/2017

Superintendent
Date: 6/26/17