

Superintendent Professional Growth and Effectiveness System 2017-18 Final Summative Evaluation Document

The Bullitt County Board of Education previously voted to participate in Kentucky's Superintendent Professional Growth and Effectiveness System. The system is a competency based system where the superintendent and board team identify areas of competency and growth needed for the superintendent to focus on in a given year. The system is based around seven Standards of leadership for the superintendent.

Superintendent performance levels used were:

Exemplary:	Exceeds the standard
Accomplished:	Meets the standard
Developing:	Makes growth toward meeting the standard (progressing)
Growth Required:	Area(s) required to be addressed in the Professional Growth Plan

Earlier this year, the board and superintendent mutually agreed and the Board approved identified areas of growth for the superintendent's professional growth plan as follows:

1. Investigate disparities in administrator pay between BCPS and surrounding, regional, and similar sized districts. Determine if additional compensation is desirable and affordable. Develop a proposal for addressing the issue. (Standards 1A, 1B, 1E, 4A, 5C & 5E)
2. Investigate the worth of employing a PR/Marketing Consultant to help frame our district's image, publicize our accomplishments, and develop/revise our public information strategy. Make appropriate recommendation for the Board to consider. (Standards 2C, 3A, 3D, 2F, 5F)
3. Investigate school fees and make recommendations to the Board on ways in which the district may be able to ameliorate this burden so that all children will be able to access opportunities in our schools without negatively impacting their family budget. (Standard 1E, 2E, 3D, 4C, 5E)

Through the course of the year, the superintendent has made available the board with examples of evidence where he/she demonstrated competency through leadership in activities which fall under the various identified standards from the professional growth plan.

Prior to tonight's meeting, the board has reviewed that evidence of competency provided by the superintendent for the entire annual cycle. Individual members have provided the Chair with preliminary evaluation, which the Chair has compiled into a single evaluation report.

Standard 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.

Following a review of the evidence supplied by the superintendent and otherwise available throughout the year, the board collectively rated the superintendent as Exemplary in this standard.

Standard 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.

Following a review of the evidence supplied by the superintendent and otherwise available throughout the year, the board collectively rated the superintendent as Exemplary in this standard.

Standard 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, meaning and purpose.

Following a review of the evidence supplied by the superintendent and otherwise available throughout the year, the board collectively rated the superintendent as Developing in this standard.

Standard 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.

Following a review of the evidence supplied by the superintendent and otherwise available throughout the year, the board collectively rated the superintendent as Accomplished in this standard.

Standard 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.

Following a review of the evidence supplied by the superintendent and otherwise available throughout the year, the board collectively rated the superintendent as Exemplary in this standard.

Standard 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.

Following a review of the evidence supplied by the superintendent and otherwise available throughout the year, the board collectively rated the superintendent as Accomplished in this standard.

Standard 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

		4	3	2	1		
Standard #1	Strategic Leadership					3.6	Exemplary
	Evaluator #1	X					
	Evaluator #2		X				
	Evaluator #3	X					
	Evaluator #4	X					
	Evaluator #5		X				
Standard #2	Instructional Leadership					3.8	Exemplary
	Evaluator #1	X					
	Evaluator #2		X				
	Evaluator #3	X					
	Evaluator #4	X					
	Evaluator #5	X					
Standard #3	Cultural Leadership					2.2	Developing
	Evaluator #1		X				
	Evaluator #2				X		
	Evaluator #3			X			
	Evaluator #4	X					
	Evaluator #5				X		
Standard #4	Human Resource Leadership					3.2	Accomplished
	Evaluator #1	X					
	Evaluator #2			X			
	Evaluator #3		X				
	Evaluator #4	X					
	Evaluator #5		X				
Standard #5	Managerial Relationship					3.6	Exemplary
	Evaluator #1	X					
	Evaluator #2			X			
	Evaluator #3	X					
	Evaluator #4	X					
	Evaluator #5	X					
Standard #6	Influential Leadership					3.4	Accomplished
	Evaluator #1	X					
	Evaluator #2		X				
	Evaluator #3		X				
	Evaluator #4	X					
	Evaluator #5		X				

education to define mutual expectations, policies and goals to ensure the academic success for all students.

Following a review of the evidence supplied by the superintendent and otherwise available throughout the year, the board collectively rated the superintendent as N/A in this standard.

Debby Atherton Debby Atherton, Chairperson
Darrell Coleman Darrell Coleman, Vice Chairperson
Dolores Ashby Dolores Ashby, Member
Lorraine McLaughlin Lorraine McLaughlin, Member
Diane Thompson Diane Thompson, Member

June 18, 2018 DATE