

Board Member	Strategic Leadership Performance Rating	Strategic Leadership Comments/Evidence
Board	Exemplary	Mr. Hamby has established & continues to foster an open and collaborative relationship with the board of education, staff, parents and community concerning our mission, vision and goals for our district. He has continued to focus on revisions to the 2-year strategic plan this year that centers around deeper learning and competency. Through Mr. Hamby's strategic leadership with his cabinet a process has been developed whereby the principals are utilizing the vision & mission to drive decisions and affect the culture of the district. While there has been a definite improvement at the cabinet level, there is still work to be done to improve the collaboration between teachers and administration on the curriculum content and teaching methods.

Board Member	Instructional Leadership Performance Rating	Instructional Leadership Comments/Evidence
Board	Exemplary	Mr. Hamby's guidance in the development of the Trigg County Graduate Profile, the strategic plan, rubric development, and application for the Competency based assessment pilot have been at the foundation of his instructional leadership. Mr. Hamby has acted as a resource while also directing district resources to improving administrative, teaching and support staff's understanding of instructional techniques to facilitate the district's adaptation of Deeper Learning Methodologies. Examples of this resource allocation are working with the Next Gen instructional coach and filling the position of coordinator of innovative programs. Another example of his instructional leadership with staff and others is his constant research & reading about techniques and philosophies that fit into our mission and vision.

Board Member	Cultural Leadership Performance Rating	Cultural Leadership Comments/Evidence
Board	Exemplary	Mr. Hamby & his cabinet have the shared belief that culture trumps vision. He has built trust with staff by promoting an environment of risk taking, supporting their work with training, instructional support and financial resources. He encourages teacher input through the DL Network, friends group and team meetings. He has a philosophy to “meet people where they are” to encourage adaptation and change. Mr. Hamby supported initiatives to improve the social/emotional climate of the district. Accomplishments have been made in the area of career and college readiness. However, efforts need to continue in this area to aid all students to identify their talents and interests.

Board Member	Human Resource Leadership Performance Rating	Human Resource Leadership Comments/Evidence
Board	Exemplary	Mr. Hamby has modeled networking with other professionals and organizations and assisted a new principal in a mentoring opportunity. He continues to promote mentoring of first year teachers. He continues to strive to align the district’s resources with our goals for achievement and instruction. Mr. Hamby continues to implement and revise the professional growth and effectiveness system as a mechanism for fair and equitable staff evaluation. Efforts to recruit a more diverse staff haven’t been as successful as we would like. We hope continued efforts will be made in this area. Mr. Hamby has become more visible in the schools this school year attempting to visit every school at least once a week. A growth item would be having more interaction & developing a rapport with staff while in the schools.

Board Member	Managerial Leadership Performance Rating	Managerial Leadership Comments/Evidence
Board	Exemplary	Mr. Hamby has an excellent understanding of the budgeting process and works closely with the district finance officer to develop the budget. He prioritizes budget items based on our mission and vision. He makes sure all emergency management and safety plans are updated and drills are executed as required. Mr. Hamby has the ability to recognize problems and collaborate with others to initiate resolutions exemplified by implementing safety committee recommendations, his work with the facilities director and his relationship with the board.

Board Member	Collaborative Leadership Performance Rating	Collaborative Leadership Comments/Evidence
Board	Exemplary	The board has supported Mr. Hamby's efforts to establish and continue collaborative relations with multiple organizations and individuals in our efforts to support our vision and mission. He maintains a strong collaborative relationship with the Cadiz Rotary by serving on the board of directors. He continues to promote partnerships with MSU, HCC and the Rotary Club to provide dual credit opportunities. One of the most challenging collaborations this year was working with local law enforcement on safety issues. Mr. Hamby worked through misunderstandings and difficulties to help form the safety task force. Mr. Hamby supports many initiatives for community engagement and he partners with WKDZ to keep the community informed.

Board Member	Influential Leadership Performance Rating	Influential Leadership Comments/Evidence
Board	Exemplary	Mr. Hamby enabled school staff to be advocates for retirement issues by staying in contact with legislatures. He was actively involved in organizations that are influential at a state & national levels. He serves on several committees that provide input into critical educational issues. Mr. Hamby is an advocate for education. He adheres to school policies and state laws to settle issues equitably. He has an excellent relationship with the board and keeps us informed of any issues that may affect our district.

Overall ranking is Exemplary

Summary to be shared in open board meeting:

The board has completed their annual superintendent evaluation on Mr. Hamby for fiscal year 2018. We find him to be exemplary in his overall leadership of the district.

Mr. Hamby has established & continues to foster an open and collaborative relationship with the board of education, staff, parents and community concerning our mission, vision and goals for our district. Through Mr. Hamby's strategic leadership with his cabinet a process has been developed whereby the school principals are utilizing the vision & mission to drive decisions and affect the culture of the district. Mr. Hamby's guidance in the development of the Trigg County Graduate Profile, the strategic plan, rubric development, and application for the Competency based assessment pilot have been at the foundation of his instructional leadership. Mr. Hamby has an excellent understanding of the budgeting process and prioritizes budget items based on our mission and vision. He maintains a strong collaborative relationship with several groups both locally and across the country to support our district goals. His enthusiasm and passion to produce high achieving well rounded students is impressive and contagious.

Growth areas to be shared with Mr. Hamby:

1. Efforts need to be intensified in the area of programs to aid all students identify their talents and interests. More students should have the opportunity for job shadowing/intercession. Possibly more education on what programs are offered and what they entail.
2. Would like to see Mr. Hamby having more interaction & developing a stronger more personal rapport with staff while in the schools.