DAYTON INDEPENDENT SCHOOLS

Superintendent Evaluation 2019-2020

Rating Scale:

I. **Growth Required: Areas require to be addressed in professional growth plan**
II. **Developing: Makes growth toward meeting the standard**
III. **Accomplished: Meets the standard**
IV. **Exemplary: Exceeds the standard**

Standard 1: Strategic Leadership: Exemplary
Summary of Expectation of Standard:
Superintendents create conditions that result in strategically reimaging the district's vision, mission and goals to ensure that every student graduates from high school, is globally competitive in post-secondary education and/or the workforce, and is prepared for life in the 21st century. Superintendents create 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.

Evidence:

- Use of Mission statement
- Expanded opportunities for students
- Creation of District Grow Team

Standard 2: Instructional Leadership: Exemplary
Summary of Expectation of Standard:
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.

Evidence:

- Continued District Learning Walks
- CASE assessments
- Introduction of *Focus* book study

Standard 3: Cultural Leadership: Accomplished
Summary of Expectation of Standard:
The superintendent understands and acts on the important role a system's culture has in the exemplary performance of all schools. He/she works to understand the people in the district and community as well as their history and traditions as they move forward to support and achieve district goals. 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.

Evidence:

- Cultural challenges during staffing turnover at DHS
- Continued high visibility in the district and community
- KSBA PEAK award winner

Standard 4: Human Resource Leadership: Exemplary
Summary of Expectation of Standard: 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 high-performing, diverse staff. The superintendent uses distributed leadership to support learning and teaching, plans professional development, and engages in district leadership succession planning.

Evidence:

- Salary Schedule increases
- Daycare fiscally sound
- Food Service funding stabilized

Standard 5: Managerial Leadership: Exemplary
Summary of Expectation of Standard: 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 decision about resources so as to meet the 21st century needs of the district**.**

Evidence:

- Improved Campus Security
- Reading Grant
- Energy Savings Contract

Standard 6: External Development Leadership: Exemplary
Summary of Expectation of Standard: 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**.**

Evidence:

- Collaborative work with City of Dayton on property purchases and future IRB's.
- Work in NKY and Greater Cincinnati United Way
- Work with NKY Chamber of Commerce

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Standard 7: Influential Leadership: Exemplary
Summary of Expectation of Standard: The superintendent promotes the success of learning and teaching 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 define mutual expectations, policies, and goals to ensure the academic success for all students.

Evidence:

- Work on Dolly Parton Imagination Library
- Work on legislative issues
- Work on expanding learning opportunities for students

Signed: Superintendent: _____ **Date:** _____

Board Chair: _____ **Date:**_____