

**Summative Performance Evaluation of Dr. Marty Pollio
Superintendent, Jefferson County Public Schools
Jefferson County Board of Education
2021-2022 School Year**

On February 1 and April 26, 2022, the Jefferson County Board of Education (“Board”) met in closed executive session to conduct formative discussions of the performance evaluation of the Superintendent, Dr. Marty Pollio. On May 10, 2022, June 15, 2022 and June 28, 2022, the Board met in closed executive session to conduct preliminary discussions of this summative performance evaluation of Dr. Pollio. The performance evaluation of the Superintendent is governed by KRS 156.557 and Board Policy 02.14 and utilizes performance indicators for each of the seven leadership standards set forth in District Administrative Procedure 02.14 AP.2.

The following designations were used by the Board to indicate the Superintendent’s performance in the seven leadership standards:

- 1) **Exemplary:** Exceeds the standard
- 2) **Accomplished:** Meets the standard
- 3) **Developing:** Making progress toward meeting the standard
- 4) **Improvement Required:** Progress toward meeting the standard is unacceptable

STANDARD 1: STRATEGIC LEADERSHIP- The Superintendent leads the development and implementation of District vision, mission and goals while creating conditions to ensure that every student graduates high school with the knowledge and skills necessary to be successful in the 21st Century.

Relates to the Superintendent’s Professional Growth Plan around managing the COVID-19 Pandemic, Student Assignment and Strategic Plan/Future State.

Rating: **Exemplary**

Comments and Evidence to support the Superintendent’s performance for this standard:

Dr. Pollio has adeptly and strategically navigated the first in-person school year during the Covid pandemic. Despite lingering obstacles created by the pandemic, Dr. Pollio pushed an aggressive agenda this year to make major positive changes that included the Student Assignment Plan, a revised and revamped security plan, opening of the first Elev8 Center and competency-based grading. Dr. Pollio’s involvement in the community continues to create broader understanding of the Three Pillars and the JCPS Future State. These efforts are further bolstered by the recent Kentucky Supreme Court decision that will release much needed revenue for the funding of facilities, human resources, instruction and racial equity initiatives.

STANDARD 2: INSTRUCTIONAL LEADERSHIP- The Superintendent supports and builds a system to effectively use District resources and research-based best practices for curriculum, instruction and assessment in reducing achievement gaps and continuously improving teaching, learning and student achievement.

Relates to the Superintendent's Professional Growth Plan around Strategic Plan/Future State.

Rating: Accomplished

Dr. Pollio has done a good job promoting programs and strategies to improve student achievement. Efforts include the increased use of one-to-one student technology, emphasis upon professional learning communities, opening of the first Elev8 Center and use of MAP data to inform both teachers and families. Dr. Pollio continues to be outspoken regarding the dysfunctions that exist in the state and federal school assessment and accountability systems.

Areas for continued emphasis and growth under this standard:

1. Continue and increase monitoring to ensure consistent instructional expectations and practice between all schools and programs.
2. Continue and increase consideration of how we can better measure and evaluate instructional and learning outcomes of certain initiatives (e.g. Backpack).
3. Continue and increase the consistent focus on reducing and eliminating certain barriers to student achievement.
4. Continue the partnership with the Board to develop a shared approach to evaluating instructional success to overcome the shortcomings of state and federal assessment and accountability metrics.
5. Utilize newly gained statutory curricular authority to provide appropriate curriculum to assist with closing the achievement gap.
6. Explore efforts with community partners and early childhood providers to increase kindergarten readiness.

STANDARD 3: CULTURAL LEADERSHIP- The Superintendent understands the history, tradition and multicultural differences of the District. He empowers all stakeholders to assist in shaping District culture and climate as they support efforts to improve teaching and learning for all.

Relates to the Superintendent's Professional Growth Plan around Student Assignment and Strategic Plan/Future State.

Rating: Exemplary

Dr. Pollio is an exceptional cheerleader for the district and is consistently in the public eye explaining who we are in JCPS. At the center of all major changes, this past year has seen an emphasis upon culturally relevant instruction and a sense of belonging. Dr. Pollio supports our community of learners by promoting competency-based learning and standards-based grading. Dr. Pollio models the necessary valuing of different cultures by appropriately insisting to legislators and others that our teachers should be free to teach the facts of history, no matter how uncomfortable those facts may be. Dr. Pollio has been very responsive to the needs of the diverse population of JCPS through calendar scheduling around religious and cultural events, the hiring of more minority teachers and administrators, the opening of the first Elev8 center in the west end, hiring forty-two (42) more English Learner (EL) teachers and eleven (11) more world language interpreters. Additionally, Dr. Pollio has continued anti-bias training, the Equity Institute, equity-informed principal preparation and other professional development to equip staff to teach, advise and build relationships with a diverse student population. While Dr. Pollio is exemplary in this area, we note that an area for growth includes efforts to build a more positive culture across the District so that all staff share Dr. Pollio's same passion and positivity regarding JCPS and the various initiatives to increase student achievement.

STANDARD 4: HUMAN RESOURCE LEADERSHIP- The Superintendent leads the District in developing professional learning communities among a highly effective and diverse staff. He assists in the planning of professional development opportunities for all staff and develops and implements an effective staff performance evaluation system. The Superintendent provides technical advice to the Board to administer and negotiate labor contracts.

Relates to the Superintendent's Professional Growth Plan around managing the COVID-19 Pandemic.

Rating: Accomplished

Dr. Pollio continues to lead efforts utilizing attendance, disciplinary and academic data to align professional development to address issues such as diverse learning styles and behavior management. Dr. Pollio promotes the use of continuous improvement processes throughout the District. Dr. Pollio continues to ensure that the staff evaluation system is implemented with fidelity. Dr. Pollio recognizes the challenges in the current labor market and seeks partnerships with other community organizations to increase the pool of applicants for employment within the District. Dr. Pollio has led productive bargaining strategies that are yielding positive agreements that are supported by the bargaining units. The recent wage negotiation found agreement on raises and stipends for all employees.

Areas for growth under this standard:

1. In a time of great challenges across the state, nation and world, consider additional efforts to improve employee burnout, fatigue and morale.
2. Ensure consistency in implementation of District initiatives through talent in coaching, leading and inspiring those in leadership positions.
3. Ensure consistency of vision and accountability among senior leadership staff to reduce obstacles to District initiatives.

STANDARD 5: MANAGERIAL LEADERSHIP- The Superintendent uses data analysis in budgeting, staffing and problem solving to make recommendations to the Board as they effectively and efficiently allocate resources and establish support systems for all District stakeholders.

Relates to the Superintendent's Professional Growth Plan around managing the COVID-19 Pandemic.

Rating: Accomplished

Dr. Pollio adeptly manages and monitors the District's multi-billion dollar annual budget, including ensuring an adequate fund balance to ensure expenses can be paid before all annual revenue is collected. Dr. Pollio efficiently utilizes resources, including the creation of effective alternative transportation plans to deal with the bus driver shortage. Dr. Pollio effectively and routinely shares budgetary and other financial information with the Board and stakeholders via meeting materials and online resources. Dr. Pollio has shown leadership in expanding the Pathfinder School of Innovation to address current needs of families during the Covid pandemic. Dr. Pollio has done an excellent job of building the case for much needed new facilities and renovations. Dr. Pollio is effectively implementing the District's security plan including compliance with new statutory school safety requirements.

Areas for growth under this standard:

1. Continue cultivating relationships with subordinates that lead to the effective transfer of information and implementation of processes and District initiatives.

STANDARD 6: COLLABORATIVE LEADERSHIP- The Superintendent maintains a positive relationship with Board members as they work together to establish community support for the District's goals through effective two-way communications with students, staff, parents, business representatives, government leaders, community members and the media.

Relates to the Superintendent's Professional Growth Plan around managing the COVID-19 Pandemic, Student Assignment and Strategic Plan/Future State.

Rating: Exemplary

Dr. Pollio has built a substantial relationship with community stakeholders and partners. As evidenced by his work with the Student Assignment Plan, Dr. Pollio met with multiple stakeholders and included their input in the process of completing the final plan proposal. Dr. Pollio routinely makes himself available to the media and other local groups. Dr. Pollio has been willing to bring in outside groups and experts to utilize their expertise to assist the District with continuous improvement. Dr. Pollio is a great collaborator with business partners and the Foundation. He is never hesitant to ask these groups for financial or other assistance as he recognizes additional resources and support is needed for our Choice-Zone schools. Dr. Pollio effectively communicates and collaborates with the District's employee bargaining units.

STANDARD 7: INFLUENTIAL LEADERSHIP- The Superintendent uses his position in the District and community to work with local, state and federal officials to influence policies affecting the political, social, economic, legal, cultural and ethical governance of public education.

Relates to the Superintendent's Professional Growth Plan around managing the COVID-19 Pandemic, Student Assignment and Strategic Plan/Future State.

Rating: Accomplished

Dr. Pollio understands the importance of effective interaction with federal, state and local governments. Dr. Pollio continues to build outreach strategies through lobbying and communication efforts. Dr. Pollio frequently provides valuable input via his membership in various state organizations, the Council for the Great City Schools and via his membership on the Kentucky School Facilities Construction Commission. Dr. Pollio is not afraid to challenge policymakers with facts around school funding and student assessment. We commend Dr. Pollio for his work in finding common ground on important issues such as school safety and the new student assignment plan.

Areas for continued emphasis under this standard:

1. Continue to increase the District's advocacy at the local, state, and federal level to ensure that legislators are aware of how some decisions negatively affect students and to champion policies programs, and funding to support student learning and success.
2. Continue to ensure that advocacy efforts include dialogue with local and state leaders when policies are having adverse impacts upon students, including challenging those officials when decisions, or lack thereof, might have a negative effect on the District.
3. Continue to increase utilization of statewide influence and respect to garner support on key education policy issues.

COMPENSATION: Dr. Pollio's contract allows the Board, at its discretion, to annually consider an increase in his salary and/or a lump sum payment if his performance in a given year would merit such consideration. The current contract with Dr. Pollio sets his base salary at \$276,000. As evident by the evaluation, the Board is pleased with Dr. Pollio and his performance over the past school year. Dr. Pollio is awarded a \$5,000 lump sum payment for the 2022-2023 contract year.

SUMMARY REPORT
Summative Performance Evaluation of Dr. Marty Pollio
Superintendent, Jefferson County Public Schools
2021-2022 School Year

Pursuant to KRS 156.557 (6) and Board Policy 02.14, the Jefferson County Board of Education has completed the annual summative performance evaluation of the Superintendent Marty Pollio for the 2021-2022 school year. Despite the challenges that continue to remain due to the pandemic, the past year has been a positive one for public education in our school district.

The evaluation focused on the seven standards of leadership performance: strategic, instructional, cultural, human resource, managerial, collaborative and influential. Each standard was evaluated based upon performance indicators approved by the Board.

Superintendent Pollio received a rating of **Exemplary** in the areas of **Strategic, Cultural and Collaborative Leadership**. He was rated **Accomplished** in the areas of **Instructional, Human Resource, Managerial and Influential Leadership**.

The Board will be working with Superintendent Pollio over the next several weeks to develop goals for our District for the 2022-2023 school year. We look forward to working together to continue making JCPS a better District for our students, staff and community.

Jefferson County Board of Education

Chairperson

Date

Martin A. Pollio, Ed.D., Superintendent

Date