

Superintendent Evaluation 2022-2023

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

Five Big Wins!

- 1. **Project One Property Acquired**
- 2. **NKU Young Scholars Success**
- 3. **2nd Highest Rated River City District/STAR Growth in most areas**
- 4. **Council for Better Education Litigation**
- 5. **Budget/19th state certified salaries/contingency balance**

Standard 1: Strategic Leadership: Exemplary

Summary of Expectation of Standard:

Superintendents create conditions that result in strategically reimagining 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:

- Vision for Project One
- Collaborative partner with Council for Better Education
- Collaboration with NKU, Gateway and Area Technical Center
- Parent Partnership Award at Lincoln

Standard 2: Instructional Leadership: Accomplished

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:

- Science of Reading success at Lincoln
- Expansion of Science of Reading into Middle and High School
- STAR assessment accountability and transparency to parents
- Math series and SuccessMaker at LES resulting in 45% National Percentile on STAR



Standard 3: Cultural Leadership: Exemplary

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:

- Retention of Leadership Team
- Retention of Majority of Staff
- Competitive Staff Salaries
- High visibility in district and community and statewide committees
- Collaboration harmony with Board of Education and City of Dayton

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:

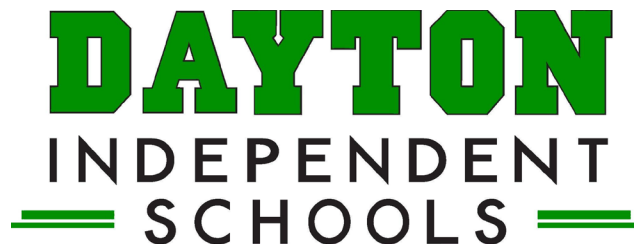
- Raises for all employees and competitive within NKY
- Planning and securing funding for DHS gym renovation project
- Upgrades to DHS cafeteria sound system
- Upgrades to LES gym/theatre sound system

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:

- Purchased new bus
- Purchased all property for Project One
- Collaboration on reduction of staff as enrollment declines
- Improved Campus security



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:

- Collaboration with Council of Better Education
- Representation on OneNKY
- Representation on United Way
- Collaboration with NKY school districts and city of Dayton

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:

- Continued work on Clifton Strength Finders for school leaders, teachers, and students
- Work with KASA on Ethical Leadership
- Worked to establish long-term system to engage families in conversations about student strengths and growth
- Advocacy for equity for ALL students in the state of Kentucky

DAYTON

INDEPENDENT

SCHOOLS

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Standard 1: Strategic Leadership: Exemplary

Standard 2: Instructional Leadership: Accomplished

Standard 3: Cultural Leadership: Exemplary

Standard 4: Human Resource Leadership: Exemplary

Standard 5: Managerial Leadership: Exemplary

Standard 6: External Development Leadership: Exemplary

Standard 7: Influential Leadership: Exemplary

Goals for 2023-2024:

- Project One
- Transition of Leadership
- Accountability and Partnerships tied to STAR Reading and Math
- Budget/Enrollment
- Student Attendance

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

Board Chair: _____ **Date:** _____