

Final Evaluation of the Superintendent (Summative)

Performance Levels: The following designations will be used to indicate the progress of a Superintendent toward the seven standards and district goals. The Board will get more effective evaluation data through thoughtful discussions in determining a descriptive performance rating, but using and averaging numbers is an option.

(4) **Exemplary:** Exceeds the standard

(3) **Accomplished:** Meets the standard

(2) **Developing:** Making progress toward meeting the standard

(1) **Improvement Required:** Progress toward meeting the standard/goal is unacceptable; area required to be addressed with Performance Expectations agreed upon by the Board and Superintendent.

Note: Comments are recommended to support performance levels for each standard and district goal and necessary when performance is determined to be Improvement Required.

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.

Rating: (4) Exemplary (3) Accomplished (2) Developing (1) Improvement Required
Evidence:

Comments to support the Superintendent's performance for this standard:

Several positive steps have been taken to provide support and interventions for our students, including, but not limited to meeting with the TCCHS student council, partnering with TC Health department and utilizing social media to keep families and other stakeholders well informed.

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.

Rating: (4) Exemplary (3) Accomplished (2) Developing (1) Improvement Required
Evidence:

Comments to support the Superintendent's performance for this standard:

Mr. Thomas expanded student options and goals through TCMS Ag, more dual credit courses, secured new internships, expanded job shadowing and work-based learning. Further data analysis is needed to address the district's achievement gaps. The Superintendent's plans to address these gaps and quarterly progress reports are needed.

Standard 3: Cultural Leadership

The Superintendent understands the history, tradition and multicultural differences of the district. S/he empowers all stakeholders to help shape district culture and climate as they support efforts to improve teaching and learning for all.

Rating: (4) Exemplary (3) Accomplished (2) Developing (1) Improvement Required
Evidence:

Comments to support the Superintendent's performance for this standard:

Mr. Thomas works very hard to fully understand the culture and traditions in the community and school system. He attempts to support all students and organizations and works to make personal connections with faculty and staff. Significant activity is in place to improve, but results take time to recognize results in the data.

Standard 4: Human Resource Leadership

The Superintendent leads the district in developing professional learning communities among a highly effective and diverse staff. S/he assists in planning professional development opportunities for all staff and develops and implements an effective staff performance evaluation system. If applicable, the Superintendent provides technical advice to the Board to administer and negotiate labor contracts.

Rating: (4) Exemplary (3) Accomplished (2) Developing (1) Improvement Required
Evidence:

Comments to support the Superintendent's performance for this standard:

Primary concerns remain the lack of structure at TCCHS along with District Finance Department oversight. Additional attention, oversight, support and coaching is required for these two areas of concern.

Standard 5: Managerial Leadership

The Superintendent uses data analysis in budgeting, staffing and problem solving to make recommendations to the Board so they can effectively and efficiently allocate resources and establish support systems for all district stakeholders.

Rating: (4) Exemplary (3) Accomplished (2) Developing (1) Improvement Required
Evidence:

Comments to support the Superintendent's performance for this standard:

Mr. Thomas continuously supports grant applications and searches for efficient opportunities to lower operating costs without lowering standards. Two board members were complimented by strangers at the KSBA conference on our facilities plan being the best they had seen!

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.

Rating: (4) Exemplary (3) Accomplished (2) Developing (1) Improvement Required

Evidence:

Comments to support the Superintendent's performance for this standard:

Mr. Thomas is very good at communicating with the board.

He is a well-known member of the local community and has a solid understanding of the importance of positive working relationships. Mr. Thomas exemplifies collaborative leadership with the community, county, industry, GRREC, state and local colleges.

Standard 7: Influential Leadership

The Superintendent uses her/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.

Rating: (4) Exemplary (3) Accomplished (2) Developing (1) Improvement Required

Evidence:

Comments to support the Superintendent's performance for this standard:

Mr. Thomas is always in the community showing off the school system. His high moral standard helps him to bridge issues.

Mr. Thomas was caught showcasing our students when Governor Beshear attended a Rotary meeting.

Evaluation of the Superintendent

GOAL 1 from 2022-2023:

Standard 1- Strategic Leadership

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 the workforce and is prepared for life in the 21st Century.

Standard and Goal	Actions that Demonstrate the Standard	Evidence/Artifacts	Dates Initiated/Completed
Standard 1 (Strategic Leadership) -Develop the District's Strategic Plan to include: <ul style="list-style-type: none"> • Student Success • Student and Staff Wellbeing • Engaged Workforce • Operational Excellence • Supportive and Connected Partnerships 	-Completion of the Todd County School District's Strategic Plan	-Agendas and minutes -Todd County School District's Strategic Plan	Approved by the BoE on May 8, 2023

The Superintendent's performance for this standard:

- (4) Exemplary:** Exceeds the standard
- (3) Accomplished:** Meets the standard
- (2) Developing:** Making progress toward meeting the standard
- (1) Improvement Required:** Progress toward meeting the goal is unacceptable; goal is required to be addressed with Performance Expectations agreed upon by the Board and Superintendent. Comments to support this performance level are required.

Comments & Evidence to support the Superintendent's performance for this goal:

Evaluation of the Superintendent

GOAL 2 from 2022-2023:

Standard 4 – Human Resource Leadership

Superintendents ensure the district is a professional learning community with process and systems in place that result in recruitment, induction, support, evaluation, development and retention of a high-performing, diverse staff. Superintendents use distributed leadership to support learning and teaching, plan professional development and engage in district leadership succession planning.

Standard and Goal	Actions that Demonstrate the Standard	Evidence/Artifacts	Dates Initiated/Completed
<p>Standard 4 (Human Resource Leadership):</p> <p>-Develop a plan for the district to guide administrators in the recruitment and retention of highly qualified and high performing diverse staff</p> <p>-Continue to focus on and improve coaching, guiding, and mentoring administrators in the district including addressing the climate at TCCHS</p> <p>-Develop Classified Evaluations for each job description</p>	<p>-Work with administrators to utilize the district’s recruitment and retention plan to actively recruit and retain diverse staff</p> <p>-Provide new staff with formal support opportunities in successfully completing their assigned job role</p> <p>-Provide administrators with ongoing coaching, guidance, and mentoring support</p> <p>-Work directly with TCCHS Administrators to address the climate at the high school</p> <p>-Create specific evaluation documents for each set of classified job duties</p>	<p>-Documentation from the supporting “new” staff activities</p> <p>-Documentation of actively recruiting diverse staff</p> <p>-Data from staff retention rates</p> <p>-Documentation of the ongoing coaching, guidance, and mentoring support for administrators</p> <p>-Plan to address the climate at TCCHS</p> <p>-Specific Classified Evaluations for each set of classified job duties</p>	<p>Developed in conjunction with the District’s Strategic Plan (approved by the BoE on May 8, 2023) through work with engage2Learn – focus on hiring and retaining diverse, qualified staff</p> <p>Ongoing, throughout the school year</p> <p>Ongoing, throughout the school year</p> <p>Approved by the BoE on November 14, 2022</p>

The Superintendent’s performance for this standard:

- (4) Exemplary: Exceeds the standard
- (3) Accomplished: Meets the standard
- (2) Developing: Making progress toward meeting the standard
- (1) Improvement Required: Progress toward meeting the goal is unacceptable; goal is required to be addressed with Performance Expectations agreed upon by the Board and Superintendent. Comments to support this performance level are required.

Comments & Evidence to support the Superintendent's performance for this goal:

Evaluation of the Superintendent

GOAL 3 from 2022-2023:

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.

Standard and Goal	Actions that Demonstrate the Standard	Evidence/Artifacts	Dates Initiated/Completed
Standard 5 (Managerial Leadership): -Develop and finalize the District's Facilities Plan for 2023-2027	-Creation of the District's Facilities Plan for 2023-2027	-Agendas and minutes -Todd County School District's Facilities Plan for 2023-2027	Approved by the BoE on May 8, 2023

The Superintendent's performance for this standard:

- (4) Exemplary:** Exceeds the standard
- (3) Accomplished:** Meets the standard
- (2) Developing:** Making progress toward meeting the standard
- (1) Improvement Required:** Progress toward meeting the goal is unacceptable; goal is required to be addressed with Performance Expectations agreed upon by the Board and Superintendent. Comments to support this performance level are required.

Comments & Evidence to support the Superintendent's performance for this goal:



Board Chairperson



Superintendent

Date: 7/10/23

Date: 7/10/23