

Superintendent Evaluation 2023-2024

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 Groundbreaking/Nickel Tax/Gym Cafeteria renovation**
 2. **Hiring of Rick Wolf/Transition**
 3. **YSA Graduation/Continuation**
 4. **\$1.5 million Prichard Grant**
 5. **Continued Improvement STAR Reading and Math**
- Super Bonus: #1 in Kentucky Impact in NKY**

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:

- Project One Campus
- Council for Better Education victory in courts vs. Charter Schools
- Increased bonding for Project One with additional Nickel Tax
- Prichard \$1.5 million grant award
- Renovation of cafeteria/trophy cases/gym

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:

- Young Scholars Academy graduation/continuation
- Science of Reading success at Lincoln
- Expansion of Science of Reading into Middle and High School
- Continued progress of numeracy in both buildings

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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:

- #1 Impact Scores in NKY
- Retention of Leadership Team
- Retention of Majority of Staff
- Competitive Staff Salaries
- High visibility in district and community
- Growth in the Fine Arts

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:

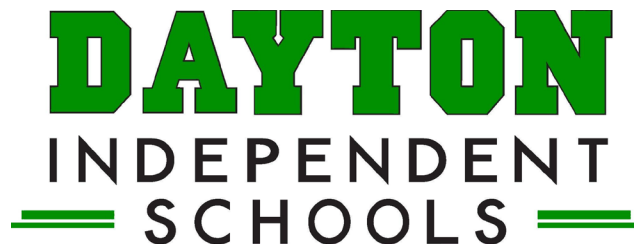
- Salary Schedule increases for all staff and targeted increases for instructional aides, custodians, and certain teacher cells to move all certified staff to Regional Average
- Transition to new food service manager and growth in revenue.

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 School Campus procedures
- Use of and planning for use of federal ESSER funds
- Hiring of new food service manager
- New school bus



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:

- Worked with Council of Better Education on lawsuit against Tax Scholarship Credits for Private Schools
- Worked to establish replacement for my position on Council for Better Education
- Received Prichard Grant for Community partnerships \$1.5 million

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:

- Worked with KASA on Ethical Leadership new superintendent training
- Led efforts to work with EducateNKY to better understand teaching and learning opportunities and challenges along the river.
- Communicated with local legislators during
- Advocacy for equity for ALL students in the state of Kentucky

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Standard 1: Strategic Leadership: Exemplary

Standard 2: Instructional Leadership: Exemplary

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 2024-2025:

- Be kind
- Be useful

Signed: Superintendent: _____ Date: _____

Board Chair: _____ Date: _____