

**Summative Performance Evaluation of Dr. Marty Pollio  
Superintendent, Jefferson County Public Schools  
Jefferson County Board of Education  
2023-2024 School Year**

On January 23 and May 7, 2024, 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 June 18 and June 25, 2024, 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:

- (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 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 21<sup>st</sup> Century.

**Rating: Accomplished**

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

Dr. Pollio continues to play an important role in supporting the Board in the development of Goals and Guardrails that are essential for the implementation of Student Outcomes Focused Governance through the Council of the Great City Schools (CGCS). Dr. Pollio demonstrates that he understands that district and school improvement goals are connected to student learning goals. Additional evidence supporting this rating include the following strategies, initiatives and programs:

- Creation of the Start Smart Plan
- Adoption of a district-wide standard curriculum
- Expansion of the Academies of Louisville
- Opening of Echo Trail Middle and Perry Elementary
- Implementation of weapons detection system in high schools
- Naming of an ML assistant superintendent

The Board recognizes that this year's rating of Accomplished is lower than last year's rating of Exemplary under this standard. While the Board commends Dr. Pollio for his continued strategic leadership, the Board encourages greater focus upon implementation of initiatives with fidelity to ensure buy-in of all district staff, parents and stakeholders.

**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: Exemplary**

Dr. Pollio continues to exhibit strong leadership under this standard. As cited in last year's evaluation, Dr. Pollio is improving learning via the the alignment of math and reading curriculum, standards-based grading, Elev8 Learning Center, summer programing and the expansion of the Academies of Louisville to all resides schools and the Explore Academies in middle school. Additional evidence this school year includes the naming of JCPS by Harvard and Stanford researchers as a national leader in post-pandemic academic recovery. This recognition is in no doubt due to the intentionality of Dr. Pollio in developing systems and supports for both teachers and students. While Dr. Pollio deserves the highest rating under this standard for this past year, the Board acknowledges that this continues to be an area for additional improvement in closing various achievement gaps to ensure every child receives an equitable and quality education.

**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.

**Rating: Accomplished**

The Board appreciates the efforts Dr. Pollio has put in place to ensure equity when policies and procedures are created and implemented. Dr. Pollio is a strong and unapologetic state and regional voice for the importance equity plays in ensuring all students succeed. This is evident through the robust Diversity, Equity and Poverty Division. Dr. Pollio continues to focus upon efforts to grow and improve the ESL/ML and non-traditional school programs. Additional evidence supporting this rating include:

- Spotlighting student and staff accomplishments
- Numerous school visits
- Reduction of student disciplinary referrals for high-level offenses
- Audio Enhancement for all schools

While Dr. Pollio is accomplished under this standard, the Board is mindful of continued feedback (e.g. administrator survey and Prismatic audit) indicating concerns with a "top-down" culture from the administration. The Board also recognizes that the bus delays experienced this year negatively affected school culture for both students and staff.

**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.

**Rating: Improvement Required**

While this year has been filled with many successes as a result of Dr. Pollio's leadership, the Board must address the staffing crisis that greatly contributed to the cancellation and delay of opening school for two weeks and the persistent bus delays for the remainder of the year. Because staff shortages have been identified as the root cause of the transportation crisis, the Board will address those deficiencies under this standard.

The Board reiterates evaluation standard 4.4:

*[The superintendent] identifies and applies appropriate policies, criteria, and processes for the recruitment, selection, induction, compensation, support, evaluation, development and retention of a high-performing, diverse staff.*

The Board recognizes that efforts have been made to address the staffing crisis and that the crisis is national in scope. However, the Board is concerned with the consistency and depth of the District's efforts to address the crisis, particularly as applied to teacher vacancies. The Board encourages Dr. Pollio to utilize consistent and more aggressive efforts to resolve BOTH the teacher and bus driver staffing crises. Additional efforts must be made to ensure the retention of all employees, but particularly those

employee groups experiencing vacancies. Finally, we encourage Dr. Pollio to ensure that all leadership vacancies utilize an aggressive search process, including national searches where appropriate.

As required by Board policy, the rating under this standard requires the implementation of Performance Expectations. On or before August 1, 2024, the Board and Dr. Pollio will agree upon the expectations for the upcoming evaluation cycle under this performance standard.

**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.

**Rating: Accomplished**

Dr. Pollio is knowledgeable of the current status of individual schools and their facilities, technology and safety needs. Dr. Pollio is encouraged to continue his focus upon addressing schools with the greatest needs that are located in communities with the greatest needs. Additional evidence supporting the rating under this standard include:

- New and renovated school construction projects and acquisition of prime property for Hudson Middle
- Appropriate and strategic use of ESSER funds
- Positive negotiations with employee representative groups

**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: Accomplished**

The Board appreciates Dr. Pollio's efforts to keep the Board abreast of issues and events in the District. Additional evidence supporting this rating include:

- Continued efforts educating members of the General Assembly regarding JCPS
- Continued work with Evolve502 and other community partners, including TARC and Molina
- Recognition of student and staff accomplishments via social media

While the rating is accomplished under this standard, the Board recognizes the need for growth in the following areas:

- Increased and better communication with school leaders
- Broaden base of community partners and experts to assist in times of crisis

**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.

**Rating: Accomplished**

Dr. Pollio has continued his advocacy at the local and state levels. We continue to commend Dr. Pollio for always standing up for JCPS despite a state legislature that can be hostile. Dr. Pollio has continued to be outspoken to garner support on key education policy and budgetary issues and in opposition to those that are harmful to public education. Dr. Pollio remains well-versed in federal and state education policy and its impact upon JCPS.

**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, as amended by a base salary increase on July 11, 2023 sets his base salary at \$350,244. Dr. Pollio's base salary shall remain at the current level as approved on July 11, 2023.

**SUMMARY REPORT**  
**Summative Performance Evaluation of Dr. Marty Pollio**  
**Superintendent, Jefferson County Public Schools**  
**2023-2024 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 2023-2024 school year.

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 area of **Instructional Leadership**. He was rated **Accomplished** in the areas of **Cultural, Influential, Managerial, Strategic, and Collaborative Leadership**. He was rated **Improvement Required** in the area of **Human Resources Leadership**.

The Board will be working with Superintendent Pollio over the next several weeks to integrate Student Outcome Focused Governance goals into a hybrid evaluation plan for the 2024-2025 school year. Additionally, the Board and Dr. Pollio will develop performance expectations in the area of human resources as dictated by the rating under that standard. As always, we look forward to working together to continue making JCPS a better District for our students, staff and community.

Jefferson County Board of Education

  
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Chairperson

7-23-2024  
Date

  
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Martin A. Pollio, Ed.D., Superintendent

7-23-2024  
Date