

## 2023-2024 Summative Evaluation of Superintendent Tony Watts

The Newport Board of Education completed and approved the annual evaluation of Superintendent Tony Watts on September 25, 2024.

The evaluation system used was designed by the Kentucky Department of Education and adopted by the Newport School Board via a unanimous vote.

**Performance Levels:** The following designations will be used to indicate the progress of a superintendent toward the seven standards and their indicators:

**Exemplary:** Exceeds the standard

**Accomplished:** Meets the standard

**Developing:** Makes growth toward meeting the standard

**Growth Required:** Area(s) required to be addressed in the Professional Growth Plan

### **Standard 1: Strategic Leadership 2024 Evaluation:**

<b>1. <u>Standard</u></b>	<b><u>Performance Levels</u></b>
<b>Strategic Leadership</b>	<b>Accomplished</b>

**The superintendent creates conditions that result in strategically reimagining the district's vision, mission and goals to ensure that every student who graduates from high school is globally competitive in postsecondary education and the workforce and is prepared for life in the 21<sup>st</sup> century.**

**The superintendent creates 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**

***Goals 2023-2024:***

- o Superintendent to demonstrate proficiency in his knowledge of MUNIS, tax rates and budgeting process by the completion of a professional development designed for superintendents during the 2023-2024 academic year.*
- o Mr. Watts to provide well researched recommendations to the board regarding district funds with the inclusion of data pertaining to the recommendations.*
- o To continue to strengthen our current partnerships with community members and leaders and to provide feedback from key partners at board meetings.*

#### **Comments:**

- The Superintendent worked with community leaders, daycare centers and staff to develop a plan to address Kindergarten readiness in Newport.
- The superintendent attended the Law & Finance Conference, finance sessions at KSBA, the Education Law and Finance Institute, and had and continues to have bi-monthly meeting with the finance director and his staff to discuss financial issues related to district and school budgets.
- The Superintendent articulated rationale for the tax rate based on school finances and other reasons.

- The Superintendent met quarterly with members of ReNewport and other community organizations to discuss district data.
- The Superintendent partnered with local colleges/universities for the purpose of recruiting educators.
- The Superintendent presented district data/information at community meetings.

**Standard 2: Instructional Leadership 2024 Evaluation:**

<u>Standard</u>	<u>Performance Levels</u>
<p><b>2. Instructional Leadership</b></p> <p><b>The superintendent supports and builds a system committed to shared values and beliefs focused on teaching and learnings where performance gaps are systematically eliminated over time and every student graduates post-secondary ready.</b></p>	<p><b>Developing</b></p>

***Goals 2023-2024:***

- *The Superintendent to ensure the leadership team implements processes and procedures that align with board policies with summary reports to be provided at board meetings.*
- *The Superintendent to model and promote high expectations with leadership and faculty for academic excellence.*
- *Get out of CSI status*
- *Raise average ACT score by at least 1 point;*
- *Ensure 100% of students are college and career ready;*
- *Continue to have high expectations for academics*

**Comments:**

The Superintendent and his team made progress to improve academic achievement by:

- Increased average ACT score by .5 points however, college and career readiness decreased during the past school year.
- All schools are off CSI status, while on TSI for African American subgroup.
- Mr. Watts has continued beginning of year and end of year retreats that evaluations have demonstrated to be successful.
- MAP and I-ready data demonstrated growth in all 3 schools, this growth is expected to continue with the processes in place.
- NPS met all MAP and I-ready school growth goals:
  - K met all goals
  - 1<sup>st</sup> met all goals
  - 2<sup>nd</sup> met all except reading conditional growth and reading RIT
- All subgroups in K met all goals except Hispanic reading conditional growth.
- All subgroups in 1st met all goals.
- NPS showed growth from fall to spring, from fall to winter, and winter to spring.

- The High School demonstrated the least growth of all 3 schools, so should be a priority.
- Presented policy changes to the board for approval.

**Standard 3: Cultural Leadership 2024 Evaluation:**

<b><u>Standard</u></b>	<b><u>Performance Levels</u></b>
<b>3. Cultural Leadership</b>	<b>Accomplished</b>

**The superintendent understands and acts on the important role a system’s culture has in the exemplary performance of all schools.**

**The superintendent understands the people in the district and community, how they came to their current state and how to connect with their traditions in order to move them forward to support the district’s efforts to achieve individual and collective goals. While supporting and valuing the history, traditions and norms of the district and community, the superintendent must be able to improve the district culture if needed, to align the work of adults with the districts goals of improving student learning and infusing the work with passion, meaning and purpose.**

***Goals 2023-2024:***

- ***Builds community understanding of what is necessary for all students to graduate college and career ready and to be successful in the globally competitive 21st century***
- ***The Board charged Mr. Watts to ensure that co-op/ New Pathway programs are implemented with fidelity and that students and their families under the positive impact these opportunities will have on the student’s future.***
- ***Creates a unified school system (not a system of individual schools) with shared vision and equitable practices***

**Comments:**

- The Superintendent communicates strong ideals and beliefs about teaching and learning with all stakeholders and operates from those beliefs.
- The Superintendent Supports and engages in the positive cultural traditions of the community by attending various school events at each school, attended various community events, such as the Memorial Day Parade, Seeds of Hope Gala, and 21st Century Programming.
- The Superintendent addressed community neighborhood groups as well as the Newport Board of Commissioners.
- The Superintendent routinely celebrates and acknowledges district successes as well as areas needing growth.
- The Superintendent continues to meet with his student advisory group and lunch meetings with parents.

- The Superintendent accompanied students on a trip to Washington, D.C.
- The Superintendent celebrated the district's successes by marketing on social media and other means.

**Standard 4: Human Resource Leadership 2024 Evaluation:**

<b><u>Standard</u></b>	<b><u>Performance Levels</u></b>
<b>4. <u>Human Resource Leadership</u></b>	<b>Developing</b>

**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 highly effective, diverse staff. The superintendent uses distributed leadership to support teaching and learning, plans professional development and engages in district leadership succession planning.**

***Goals 2023-2024:***

- o *Ensures that new hires have the skills and knowledge needed to teach in an urban district to avoid high turnover.*
- o *Implement policies outlined in the CDIP to ensure NISD recruit and retain a qualified and highly effective diverse staff.*
- o *Continue to ensure equity is implemented in all buildings.*
- o *To continue to assess salary schedules to ensure the district remain competitive is our salaries for all staff*

**Comments:**

- Student attendance improved 2023-2024 with the Superintendent's programs:
  - o NHS attendance improved by 1 point (Goal 92.2).
  - o Primary attendance increased by 0.5 points (Goal 94.6)
  - o Intermediate attendance increased by 0.5 points (Goal 95.5).
- Despite lower turnover, the biennial teacher survey revealed there is much room for growth, especially at the high school with regard to culture/impact survey.
- The Superintendent advocated for tuition reimbursement and continuing education for teachers keeping the budget in mind.
- The Superintendent implemented processes for hiring, inducting and mentoring new teachers, new school executives and other staff.
- The Superintendent promoted diversity, equity, inclusion, and equality in each building.
- The Superintendent provided resources to achieve the district's goals for achievement and instruction.
- The Superintendent presented a plan for salary increases to keep NISD competitive to help reduce teacher turnover.

**Standard 5: Managerial Leadership 2024 Evaluation:**

<u>Standard</u>	<u>Performance Levels</u>
<b>5. Managerial Leadership</b>	<b>Accomplished</b>

**The superintendent ensures that the district has processes and systems in place for budgeting, staffing problems 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 capitol), monitor their use and assure the inclusion of all stakeholders in decisions about resources so as to meet the 21<sup>st</sup> century needs of the district.**

***Goals 2023-2024:***

- *Mr. Watts needs to ensure that he and his leadership team response to board expectations so not to interfere or hinder the board's fiduciary duties.*
- *Mr. Watts is to continue to evaluate and develop policies to ensure that processes and systems are in place*

**Comments:**

- The Superintendent addressed board concerns when issues were raised.
- With the Superintendent's leadership each department reviewed policies to make adjustments to changes as necessary. All policy changes were presented to the board for approval.
- The Superintendent oversaw safety audits for all schools were completed along with trainings and new program purchased to promote safety.
- District programs were reviewed by the Superintendent for effectiveness and discontinued if ineffective (NWEA was recommended to be discontinued).
- The Superintendent oversaw that technology needs were addressed as needed. We continued to be a 1:1 district.
- Buildings and grounds were maintained.
- The Superintendent oversaw the first phase of the football stadium project was completed with planning beginning for phase two.
- The Superintendent has developed a working relationship with the Newport Police Department.
- Despite lower turnover, the biennial teacher survey revealed there is much room for growth, especially at the high school regarding culture/impact survey.

**Standard 6: Collaborative 2024 Evaluation:**

<b><u>Standard</u></b>	<b><u>Performance Levels</u></b>
<b>6. Collaborative Leadership</b>	<b>Exemplary</b>

**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’s vision.**

**Acknowledging that strong schools build strong communities, the superintendent proactively creates with school and district staff, opportunities for parents, community members and government leaders and business representative to participate with their investment of resources, assistance and goodwill.**

***Goals 2023-2024:***

- To continue to foster relationships with parent/guardians to ensure they have a voice and are aware of all the resources and opportunities the district provides for the students’ success.*
- To continue to further develop proactive partnerships with community colleges, universities, professional organizations, educational cooperatives and/or other key professional development organizations to broaden recruitment efforts.*

**Comments:**

- The Superintendent:
  - Partnered with Mt. St. Joseph College and NKU to develop programs to promote diversity in education by increasing opportunities for all students that qualify and are interested in college to attend while in high school.
  - Developed professional relationships with Newport city officials and the mayor.
  - Partnered with St. Elizabeth Health system to provide mental health services to teachers.
  - Worked with media outlets to share positive events in the NISD.
  - Ensured systems that engaged the local board and all community stakeholders in a shared responsibility for achieving district goals for students and school success.
  - The Superintendent attended most sporting events, community events including the Memorial Day parade, Seeds of Hope Gala, and 21<sup>st</sup> Century Programming.

**Standard 7: Influential 2024 Evaluation:**

<u>Standard</u>	<u>Performance Levels</u>
7. Influential Leadership	Exemplary

The superintendent promotes the success of teaching and learning by understanding, responding to and influencing to the larger political, social, economic, legal, ethical and cultural context. From this knowledge, the superintendent works with the Board to define mutual expectations, policies and goals to ensure the academic success for all students.

*Goals 2023-2024:*

- *The Superintendent should continue to ensure the rights of students and staff to improve learning opportunities by enforcement of applicable policies by NISD leadership.*
- *The board encourages Mr. Watts to continue to utilize the board attorney concerning sensitive personnel and student matters to ensure legally correct decisions are made.*

**Comments:**

- The Superintendent kept abreast of the legislative process in Kentucky and provided updates to the Board regarding proposed legislation on the local, state and national level that impacted education and impacted our school district.
- The Superintendent attended NKU meetings and area Superintendent meetings to support that NKU would not become a charter school authorizer.
- The Superintendent attended sporting events, school activities, and various community dinners.
- The Superintendent utilized the Board attorney to make sure he was making the right decisions and to avoid potential litigation issues.

Signature \_\_\_\_\_

Date \_\_\_\_\_

Superintendent

Signature \_\_\_\_\_

Date \_\_\_\_\_

Board Chair