



Superintendent Evaluation 2024-2025

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

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
- Portrait of a Greendevil
- Attendance, Academic, and SEL committees to create district wide systems/processes
- Collaborated with the district leadership team to write the "Gear Up" grant and the "KYCL Literacy Grant"
- Portrait of a Greendevil
- Bi-Weekly meetings with the city of Dayton officials

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:

- Member of the Young Scholars Academy Steering Committee
- Continued Science of Reading success at Lincoln
- Continued Expansion of Science of Reading into Middle and High School
- Member of the Regional Schools Program Standing Committee
- Collaboration with The Reading League and LES/DHS

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

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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:

- High visibility in the district and community
- Read to every classroom in the district to start the school year and mid way through the year
- Met with all staff members in the district to see what we should continue, what should we start, and what should we stop
- Collaborated with Mayor Ben Baker and Officer Linkugel for our district to take part in the City of Dayton Summer Bash
- "We Are Dayton" videos
- "We Are Dayton" Mailer that went home to every household in 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:

- New Employee Spotlight that is shared on Social Media.
- Employee Spotlight that that is shared on Social Media
- Welcoming Letter to Staff and District Opening Day
- Met with all employees in the district to get feedback for growth
- The Greendevil Pride Award that is given at our monthly school board meetings
- The approved attendance incentive for next school year

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:

- Met with Officer Brendel and Leadership Team to improve School Campus procedures, specifically our evacuation route in the event of an emergency
- Met with Jen Hamblin and KDE regarding a financial audit of the Regional Schools Program cafeteria

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- Met with local law enforcement, paramedics, and school and district leadership to create new traffic pattern for the school year
- Worked with Steve Crawford and Matt Haskamp to create District Safety Committee to address KEMI's recommendations

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 Leadership team on the Ice Cream Trucks and the Party's in the Park to make these district initiatives.
- The Greendevil Pride Award
- Apptegy – the new website and app
- Dayton Schools Athletics Core Values
- Greendevil Community Bash

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:

- Attended the KASS conference
- Met with Campbell Co Superintendents and Judge Executive Steven Pendery regarding Amendment 2
- Met with State Senator Shelly Funke Fromeyer on three different occasions to discuss Dayton's needs
- Davis Field Interview with Berringer Crawford Museum
- Presented to the CLAG committee and the Dayton City Council on the State of Dayton Schools
- I will be serving on the Workforce Investment Board

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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 2025-2026:

- Academic Goals
 - STAR Reading – All grade levels average to be at the 60% National Percentile
 - STAR Math – All grade levels average to be at the 50% National Percentile
 - Improve our district attendance percentage by 1% from 93% to 94%
 - Decrease suspension rate by 20% at the HS
 - Increase Fluency Rate of 1st – 6th grade students from 64% - 75%
 - Increase District Family Engagement Participation from 60% – 75%
 - Increase ACT score from a 17 to an 18
- Continue making use of videos to highlight and promote Dayton Schools
- Send out a mailer 3-4 times a year highlighting the different programs occurring at Dayton Schools
- Work with Alumni to establish a Dayton Education Foundation
- Develop new traditions with the opening of Greendevil Stadium
- Implement “Learning in Action” at Dayton Schools – invite families and community members in to see the great learning taking place at Dayton Independent Schools
- As a member of the Workforce Investment Board, learn more about outside partnerships that could benefit Dayton Schools
- Work with Admin Team to focus more on specific goals
- Continued focus with city of Dayton officials to improve our school/city partnership
- Have a joint School Board and City Council meeting

Signed: Superintendent: _____ Date: _____

Board Chair: _____ Date: _____

Inspire, Engage, and Grow
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