

**Evaluation of the Superintendent  
Summary Report  
Russellville Independent Schools Board of Education  
June 17, 2025**

The Russellville Independent Board of Education has completed the annual evaluation of Superintendent **Kyle Estes** for the **2024-2025** school year. Supt. Estes began his tenure as superintendent of the district on October 1, 2023. All five school board members have served on the board and have been able to observe and be a part of the successes achieved this year.

The evaluation focused on four standards of performance related to the strategic plan; Rooted in Community, Innovative Mindset, Student Centered Experience, and District of Choice. Superintendent Estes received a rating of **exemplary** in the area of Rooted in Community and a rating of **accomplished** in the areas of Innovative Mindset, Student Centered Experience and District of Choice.

In addition to the four standards of performance, the board, in collaboration with Superintendent **Estes**, has developed the following goals for the 2025-2026 year.

- Goal 1 – The Superintendent will provide the board with updates on student interest in new classes/activities (culinary, theatre, etc.) being offered
- Goal 2 – The Superintendent will provide updates on co-teaching.
- Goal 3 –
- Goal 4 –

The board looks forward to working together to make our school district successful.

**Russellville Independent Schools Board of Education**

\_\_\_\_\_  
Chairperson

\_\_\_\_\_  
Date

## ***Comments & Evident to Support the Superintendent's performance for each goal:***

### **Rooted in Community:**

- Mr. Estes has embraced this strategic pillar and made the future brighter for RIS students while also honoring the past. Through construction projects in the past year and the future he is ensuring we move forward for the betterment of our students and future programs, while also enhancing pride and safety for all.
- Any concerns I have particularly with regard to the heritage reference was a current concern that has been discussed and resolved.
- Continue to involve students and parents to focus on community engagement throughout the entire district

### **Innovative Mindset:**

- While many training opportunities and time has gone into improving RIS in this strategic pillar, I feel there is still more work to do. Our staff needs more investment into making sure they are performing at the highest level they can and continuing to push them for continuous improvement. Our students also need more preparation to become resilient learners and efforts towards making sure they are meeting academic standards.
- The superintendent has excelled in allocating Financial Resources as needed and has been cautioned to preserve funds exemplary of our previous frugality to be financially safe in the event of unanticipated expenditures.
- The culture that has been developed does encourage authentic learning and a safe environment

### **Student Centered Experience:**

- We are doing a good job with the Student centered experience. Students have opportunities to take an active role and we are providing support and creating a culture of belonging.

### **District of Choice:**

- Although we have improved on what I consider as distinguishing our district as the preferred destination for students, staff, and the families, there is always room for improvement.
- This is probably the pillar that needs the most attention. We are continuously losing staff and students to other schools. We need to continue to value and emphasize high learning expectation and achievements, while promoting these when they happen. This should come from both staff and students. I would love to see all our staff 100% invested in our students and wanting the best for each of them.
- Our connection with the community is improving but we need to continue to build these relationships and maintain the ones we have worked to improve. Our communication efforts have improved but we still need to get to a place where all communications are clear and effective for all stakeholders.

### **Additional Comment:**

- I believe that superintendent in particular has exceeded Express expectations on pretty much everything and has been innovative in tackling things that we would be would have been reluctant to do previously.
- The evaluation reflects the efforts not only of the superintendent but of the board and staff. If we're not working as a team there is reason for us to change the way things are working. If we are working as a team and making the improvements that are evident, our time could be better spent doing what we're doing instead of filling out forms.