

Superintendent Professional Growth and Effectiveness System

2024-25 Final Summative Evaluation Document

For Jesse Bacon, Ed.D.

The Bullitt County Board of Education previously voted to participate in Kentucky's Superintendent Professional Growth and Effectiveness System. The system is a competency-based system where the superintendent and board team identify areas of competency and growth needed for the superintendent to focus on in a given year. The system is based on seven standards of leadership for the superintendent.

Superintendent performance levels used were:

Exemplary:	Exceeds the standard
Accomplished:	Meets the standard
Developing:	Makes growth toward meeting the standard (progressing)
Growth Required:	Area(s) required to be addressed in the Professional Growth Plan

Through the course of the year, the superintendent has made available to the board examples of evidence where he demonstrated competency through leadership in activities that fall under the various identified standards from the professional growth plan.

At the June 16, 2025, Board meeting, the board reviewed the evidence of competency provided by the superintendent for the entire annual cycle. Individual members provided the Chair with input compiled into a single evaluation report.

Standard 2: Instructional Leadership

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.

- Professional Learning Plans
- School visits and conversations with staff (reflected on my Week in Review calendars)
- Written communications
- Surveys of staff/community
- District Office Leadership Team Meetings
- District Leadership Team Meetings (Principals, APS, Coaches)
- Leveled OFI Meetings
- Reports and celebrations of student achievement to the board and the Community
- Weekly Calendar
- Documentation of coaching and evaluation of principals
- Reports of student achievement data (ELA, Fast Bridge, and iReady)
- Comprehensive School Improvement Plans
- Teacher Learning Cohorts (Graduate Profile, Thinking Strategies, Co-teaching, Project-Based Learning, etc.)
- Walton Foundation Grant work
- K-12 Curriculum Hub Development with AI Integration
- Weekly Bacon Bit Videos
- Career Pathway Additions

- Collaboration among pathways on community projects
- Classroom Observation Data
- Community Accountability Team Work
- Agendas From Advisory Team Meetings

Following a review of the evidence supplied by the superintendent and otherwise available throughout the year, the board collectively rated the superintendent as **EXEMPLARY** in this standard.

Standard 3: Cultural Leadership

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 district's goals of improving student learning and infusing the work with passion, meaning, and purpose.

- Monday.com project and task management implementation
- Rooms Communication Application Tool
- Moving Forward Awards
- Core Values in Action Awards
- Staff & Stakeholder Surveys
- Weekly Teacher and Staff Spotlights
- Staff Appreciation Activities
- Bomans Valley Project
- Vaping Town Hall Event
- Participation in School and Community Recognition Programs
- Weekly Beyond the Bell Recognitions
- Advisory Team Agendas and PDSAs(Certified and Classified)
- Classified Staff Conferences (C3)
- Weekly Bacon Bit Videos
- Regular Social Media postings of Students and Classrooms
- Community Accountability Committee Work
- Community Share
- BCYC Program
- Chamber of Commerce Board of Directors
- Participation in Community Events (Casino Night, Valentine's Gala, Food Truck Invasions, Spring Festivals, etc.)

Following a review of the evidence supplied by the superintendent and otherwise available throughout the year, the board collectively rated the superintendent as **EXEMPLARY** in this standard.

Standard 7: Influential Leadership

The superintendent promotes the success of teaching and learning 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 of all students.

- Staffing and Policy Recommendations Focused on Equity
- Participation in “Non-School” initiatives (Economic Development, Chamber, Etc.)
- Participation in Professional Associations
- Testifying at State Legislature Committee Meetings
- KASA President
- Member of the AASA Federal Policy Advocacy Team
- Involvement with community colleges, institutions of higher education, and post-secondary institutions
- Council for Better Education Vice-President
- Participation in State-Level Task Forces
- Presenter at National Conferences
- Coalition to Sustain the Education Profession Steering Committee Member
- Advocacy to increase the SEEK Base
- Relationship building with local Legislators
- Ohio Valley Educational Cooperative Board of Directors Chairman
- Member of the UofL Health South Hospital Board of Directors
- Kentucky Association of School Administrators New Superintendent Mentor
- Member of the Local Superintendent Advisory Team
- Meetings/Relationships with Local Leaders
- National Center for Education Research & Technology (NCERT) Appointment
- Bullitt County Chamber of Commerce Board Member

Following a review of the evidence supplied by the superintendent and otherwise available throughout the year, the board collectively rated the superintendent as **EXEMPLARY** in this standard.

Following a review of the evidence supplied by the superintendent and otherwise available throughout the year, and considering the ratings given in each standard, the board collectively gives the superintendent an overall rating of **EXEMPLARY**.

Bullitt County Board of Education

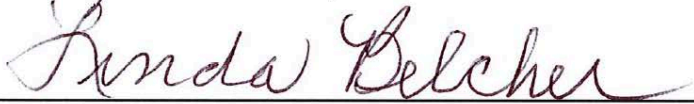
Dr. Matt Mooney, Chairperson:



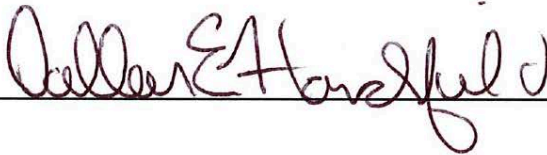
Nita Neal, Vice Chairperson:



Linda Belcher, Board Member:



Dallas Harshfield, Board Member:



Marci Hodges, Board Member:



Evaluation Date:

June 16, 2025