

**Summative Performance Evaluation of Dr. Marty Pollio  
Superintendent, Jefferson County Public Schools  
Jefferson County Board of Education  
2024-2025 School Year**

On June 24, 2025, 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**

**Board Member Comments to support the Superintendent's performance for this standard:**

- The hiring of 75 TARC drivers was done with the assumption that most would pass bus driver training to allow us to add back routes for students qualifying for free or reduced price lunch to five traditional and magnet schools.
- I love how our graduation rates have increased, but I worry if they actually reflect the true number of kids ready for post high school.
- I think Dr. Pollio has been creative in developing resources for underserved schools and the students attending those schools. The Academies of Louisville and their success is another example of his ability to implement the District's vision, mission, and goals to create conditions to ensure that every student graduates high school and is prepared to enter the workforce
- The Academies of Louisville is a great addition to the District. It is great seeing the students thrive.
- Dr. Pollio is approachable, involved, and informed. I see this in his weekly emails, his press coverage, and his comments at the Board meetings. He steps in with answers to Board member questions, and is good at clarifying and going further with things that come up at Board meetings

**STANDARD 2: 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: Exemplary**

**Board Member Comments to support the Superintendent's performance for this standard:**

- Dr. Pollio created the Multilingual Learners department, monitored Diversity, Equity, and Poverty efforts to close achievement gaps among all groups, offered incentive pay to help attract and retain high-performing teachers in Choice Zone schools and schools serving our lowest-scoring students.
- It is very clear Dr. Pollio knows the District and wants to see it improved. He knows who to turn to for what and that has shown in the progress here.
- Dr. Pollio's efforts to ensure adequate support for special needs students, multilingual students and students from low-income families is evidence that he understands the history, tradition, and multicultural differences of the District. He empowers and encourages all stakeholders to assist in shaping District culture and climate as they support efforts to improve teaching and learning for all.

**STANDARD 3: 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: Accomplished**

**Board Member Comments to support the Superintendent's performance for this standard:**

- Dr. Pollio keeps the Board informed of labor negotiations and oversees professional development necessary for the implementation of the Expeditionary Learning (EL) curriculum and the Illustrative Mathematics (IM) curriculum, chosen for their effectiveness in teaching reading and math to English learners.
- The District has done a great job at developing professional development opportunities that help teachers grow and most teachers seem happy in our schools. My biggest concern is the recruitment and retention of all staff.

**STANDARD 4: 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**

**Board Member Comments to support the Superintendent's performance for this standard:**

- Schools are now funded according to a Needs Index that directs more funding to schools serving high numbers of ML students and high-poverty students and high numbers of special needs students.
- The data team seems very good but acting on it needs to keep improving. Especially when it comes to staffing.

- Overall I believe Dr. Pollio meets the standards for this goal. However, the massive deficit facing the Board indicates that more proactive steps in forecasting and budgeting should have taken place to avoid this matter.
- I think the budget needs more proactive thinking outside the box, and more options for the Board to consider. Ideally the Superintendent would be a leader in assuring that all sorts of creative options have been considered.

**STANDARD 5: 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: Exemplary**

**Board Member Comments to support the Superintendent's performance for this standard:**

- The District provided regular opportunities for the media to broadcast the recommendation for schools to structure a process for getting students and staff to accept and follow a cell phone use ban in classrooms. Questions regarding important developments and major initiatives or changes get answered appropriately For example the recommendation for stipends for parents who drive their children to traditional and magnet schools, since there were not enough drivers to transport all 62,700 bus riders as we have done in the past.
- Dr. Pollio's communication is top notch and always quick to respond.
- Dr. Pollio maintains a positive relationship with Board members. I appreciate that he is accessible to meet and communicate with Board members. Establishing 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 is one of his strongest skills.
- I have not had much interaction with Dr. Pollio.

**STANDARD 6: 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: Exemplary**

**Board Member Comments to support the Superintendent's performance for this standard:**

- Dr. Pollio's work to defeat Amendment 2 allowing public funds to be used to fund private and parochial schools was a way to draw students from public to non-public schools.
- Dr. Pollio's ability to use 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 is one of his greatest assets. He accomplished in using that asset to advance the work of JCPS.
- The District had to deal with a ton from all levels of outside pressure and I feel Dr. Pollio has done a great job.

**STANDARD 7a: 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: Accomplished**

**Board Member Comments to support the Superintendent's performance for this standard:**

- Dr. Pollio led the adoption of the Expeditionary Learning (EL) curriculum and the Illustrative Mathematics (IM) curriculum in all schools, and provided support for the new curriculum effort with effective professional development, monitoring student progress in achieving our goals and guardrails that define the everyday work of the district.
- I feel we are making good progress here but we definitely have a way to go to reach our goals.
- Dr. Pollio meets the standards 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. This work is ongoing.
- I think the transportation issues and the persistence of the 9:40 start time are barriers to student learning that need to be addressed.

**STANDARD 7b: INSTRUCTIONAL LEADERSHIP- Student Outcomes Focused Governance (SOFG) Goals and Annual Targets**

**Rating: Developing**

**Board Member Comments to support the Superintendent's performance for this standard:**

- Considering the continued growth of at-risk students this year, I would say we are off-track in achieving goals set when our student population was less at risk. As more students enroll without speaking English, the percent of proficiency declines, putting goals farther out of reach.
- This is so new so I feel we need a few more years to really see if we're on track or not. I like how the leadership team has leaned into this.
- Dr. Pollio's abilities in Instructional Leadership are evidenced in the district's continued improvement in some instances and meeting in other instances the academic goals and guardrails approved by the Board. This is an area for continued improvement.

**SUMMARY REPORT**  
**Summative Performance Evaluation of Dr. Marty Pollio**  
**Superintendent, Jefferson County Public Schools**  
**2024-2025 School Year**

Pursuant to KRS 156.557 (6), Board Policy 02.14, and Administrative Procedure 02.14 AP.2, the Jefferson County Board of Education has completed the annual summative performance evaluation of the Superintendent Marty Pollio for the 2024-2025 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 areas of **Cultural, Collaborative, and Influential Leadership**. He was rated **Accomplished** in the areas of **Strategic, Human Resources, and Managerial, and Instructional Leadership**. He received a rating of **Developing** in meeting the **SOFG Goals and Annual Targets**.

Jefferson County Board of Education

  
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Chairperson

  
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Date

  
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Martin A. Pollio, Ed.D., Superintendent

  
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Date