

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: September 28, 2026

Agenda Item: K.11

Board Goal: N/A

Subject: Consideration and possible adoption of the Superintendent Evaluation Instrument for the 2026-2027 School Year

Administrator Responsible/Position: Board Matter

- A. Purpose of Agenda Item:**
☒ Action needed ☐ Information only ☐ Receive input
- B. Authority for This Action:**
☒ Local Policy ☐ Law or Rule ☐ N/A
BJCD – Superintendent: Evaluation
- C. Goal or Need Addressed:** Adoption of document to be used to evaluate the Superintendent
- D. Summary:**
☒ **Previous board action relating to this item** – The current evaluation tool was adopted in the fall of 2025.
☒ **Future action anticipated** - annually
☒ **Background information** – Board Policy BJCD states the Board shall prepare a written evaluation of the Superintendent at annual or more frequent intervals and that the appraisal process and criteria will be adopted by the board. This evaluation instrument is generated from district goals established annually by the Board of Trustees
- E. Comments Received:** N/A
☒ Cabinet ☐ DLT ☐ FBOC ☐ Teacher Org. Reps. ☒ Other: Board of Trustees
- F. Administrative Recommendation:** The Superintendent recommends adoption of the presented evaluation document.
- G. Fiscal Impact and Cost:** N/A
- H. Suggested Motion:**
I move that the Hays CISD Board of Trustees adopt the 2026-2027 Superintendent Evaluation Instrument, as presented.