

CHATHAM SCHOOL DISTRICT^{Alaska}

SUPERINTENDENT ANNUAL EVALUATION REPORT

Academic Year 2025–2026

Superintendent: David P. Langford	Evaluation Period: July 1, 2025 – June 30, 2026
School District: Chatham School District, Alaska	Date of Evaluation Meeting: ____ June 23, 2026

Purpose of Evaluation

This annual evaluation assesses Superintendent David P. Langford's performance in leading the Chatham School District in accordance with Board policy, the superintendent's employment contract, and Alaska state education standards. The evaluation is conducted by the Board of Education and is intended to support continuous improvement, recognize accomplishments, and set direction for the coming year.

Rating Scale

Score	Rating	Description
4	Exemplary	Performance consistently exceeds expectations. Demonstrates exceptional leadership and results.
3	Proficient	Performance meets expectations. Demonstrates competent, effective leadership.
2	Developing	Performance partially meets expectations. Some areas need improvement.
1	Unsatisfactory	Performance does not meet expectations. Immediate improvement is required.

Section 1 — Annual Goal Progress

Evaluate progress toward each goal established at the start of the year. Note evidence, data, and outcomes.

Goal 1

Goal 1	Goal Statement: Move the district toward long-term financial stability.
Progress	Status: ☐ Achieved ☐ Substantially Met ☐ In Progress ☐ Not Achieved Evidence / Notes:

Goal 2

Goal 2	Goal Statement: Stabilize staffing issues at each school and find long-term, highly qualified staff.
Progress	Status: ☐ Achieved ☐ Substantially Met ☐ In Progress ☐ Not Achieved Evidence / Notes:

Goal 3

Goal 3	Goal Statement: Provide instructional material and support for each school.
Progress	Status: ☐ Achieved ☐ Substantially Met ☐ In Progress ☐ Not Achieved Evidence / Notes:

Goal 4 (if applicable)

Goal 4	Goal Statement: Improve attendance monitoring and reporting to the state.
Progress	Status: ☐ Achieved ☐ Substantially Met ☐ In Progress ☐ Not Achieved Evidence / Notes:

Goal 5 (if applicable)

Goal 5	Goal Statement: Create an operational plan for the upcoming 2026-27 School year.
	Progress Status: ☐ Achieved ☐ Substantially Met ☐ In Progress ☐ Not Achieved Evidence / Notes:

Section 2 — Performance Rubric

Mark one rating per row. Add notes in the board comments section.

A. Instructional Leadership

Performance Area	Exemplary (4)	Proficient (3)	Developing (2)	Unsatisfactory (1)
Student Achievement <i>Sets high expectations; uses data to drive decisions; monitors student progress</i>	☐	☐	☐	☐
Curriculum & Instruction <i>Ensures rigorous, aligned curriculum; supports effective teaching practices</i>	☐	☐	☐	☐
Special Programs <i>Oversees Title I, Special Education, ELL, and other support services effectively</i>	☐	☐	☐	☐

B. District Management & Operations

Performance Area	Exemplary (4)	Proficient (3)	Developing (2)	Unsatisfactory (1)
Budget & Fiscal Management <i>Develops and administers budget responsibly; ensures financial accountability</i>	☐	☐	☐	☐
Facilities & Safety <i>Maintains safe, well-maintained facilities; implements emergency plans</i>	☐	☐	☐	☐
Human Resources <i>Recruits, retains, and develops quality staff; ensures equitable HR practices</i>	☐	☐	☐	☐
Policy Implementation <i>Implements Board policy consistently and transparently</i>	☐	☐	☐	☐

C. Community & Stakeholder Relations

Performance Area	Exemplary (4)	Proficient (3)	Developing (2)	Unsatisfactory (1)
Family Engagement <i>Builds strong partnerships with families; communicates proactively</i>	☐	☐	☐	☐

Community Relations <i>Serves as a positive representative of the district; builds trust</i>	☐	☐	☐	☐
Government & Agency Relations <i>Maintains effective relationships with state/federal agencies and tribal entities</i>	☐	☐	☐	☐

D. Board Relations

Performance Area	Exemplary (4)	Proficient (3)	Developing (2)	Unsatisfactory (1)
Communication with the Board <i>Keeps Board informed; provides timely, accurate information</i>	☐	☐	☐	☐
Policy Development Support <i>Provides research and data to inform Board policy decisions</i>	☐	☐	☐	☐
Strategic Planning <i>Leads and advances the district's strategic plan in collaboration with the Board</i>	☐	☐	☐	☐

E. Personal Leadership

Performance Area	Exemplary (4)	Proficient (3)	Developing (2)	Unsatisfactory (1)
Ethical Leadership <i>Models integrity, transparency, and professional ethics in all actions</i>	☐	☐	☐	☐
Professional Growth <i>Pursues ongoing learning; stays current in education trends and research</i>	☐	☐	☐	☐
Equity & Inclusion <i>Champions equitable outcomes for all students; addresses systemic barriers</i>	☐	☐	☐	☐
Rural/Alaska Context <i>Demonstrates understanding of rural Alaska education challenges and opportunities</i>	☐	☐	☐	☐

Section 3 — Individual Board Member Comments

Each board member provides individual narrative comments and a rating.

Board Member 1 — Name: _____

Strengths Observed: _____

Areas for Growth: _____

Overall Board Member Rating: ☐ Exemplary (4) ☐ Proficient (3) ☐ Developing (2) ☐ Unsatisfactory (1)

Signature: _____ **Date:** _____

Board Member 2 — Name: _____

Strengths Observed: _____

Areas for Growth: _____

Overall Board Member Rating: ☐ Exemplary (4) ☐ Proficient (3) ☐ Developing (2) ☐ Unsatisfactory (1)

Signature: _____ **Date:** _____

Board Member 3 — Name: _____

Strengths Observed: _____

Areas for Growth: _____

Overall Board Member Rating: ☐ Exemplary (4) ☐ Proficient (3) ☐ Developing (2) ☐ Unsatisfactory (1)

Signature: _____ **Date:** _____

Board Member 4 — Name: _____

Strengths Observed: _____

Areas for Growth: _____

Overall Board Member Rating: ☐ Exemplary (4) ☐ Proficient (3) ☐ Developing (2) ☐ Unsatisfactory (1)

Signature: _____ **Date:** _____

Board Member 5 — Name: _____

Strengths Observed: _____

Areas for Growth: _____

Overall Board Member Rating: ☐ Exemplary (4) ☐ Proficient (3) ☐ Developing (2) ☐ Unsatisfactory (1)

Signature: _____ **Date:** _____

Section 4 — Summary Rating & Recommendations

Composite Score

Area	Board Score (avg)	Notes
A. Instructional Leadership	_____	_____
B. District Management & Operations	_____	_____
C. Community & Stakeholder Relations	_____	_____
D. Board Relations	_____	_____
E. Personal Leadership	_____	_____
Annual Goal Progress	_____	_____
OVERALL COMPOSITE SCORE	_____	Rating: ☐ Exemplary ☐ Proficient ☐ Developing ☐ Unsatisfactory

Board Recommendations for the Coming Year

Priority goals and focus areas for Superintendent Langford in 2026–2027:

1. _____
2. _____
3. _____

Overall Board Narrative Summary:

Contract & Employment Recommendation

- ☐ Reappoint Superintendent Langford and extend/renew contract
- ☐ Reappoint with conditions (see recommendations above)
- ☐ Place on improvement plan
- ☐ Non-renewal / Termination (requires separate Board action)

Section 5 — Signatures

Signatures confirm that the evaluation was completed and reviewed. They do not necessarily indicate agreement.

Board Chair

Signature: _____ Date: _____

Printed Name: _____

Board Vice-Chair

Signature: _____ Date: _____

Printed Name: _____

Board Member

Signature: _____ Date: _____

Printed Name: _____

Board Member

Signature: _____ Date: _____

Printed Name: _____

Board Member

Signature: _____ Date: _____

Printed Name: _____

Superintendent Acknowledgment

I acknowledge receipt of this evaluation. My signature does not necessarily indicate agreement with its contents.

Signature: _____ Date: _____

David P. Langford, Superintendent