CLYDE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

526 Shalimar Drive • Clyde, Texas 79510 • 325-893-4222 • FAX: 325-893-4024 • www.clydeisd.org

Bryan W. Allen, Superintendent

Empowering Leaders.
Committed to Success.

Superintendent Evaluation Instrument

Superintendent: Bryan W. Allen Date of Review: January, 2027

Appraiser:_____ Performance Period: from January 2026 to January 2027

Major Job Goal: The Superintendent of Schools shall report to the Board of Trustees and be responsible for overall district leadership, administration, and management.

Directions: Review the indicators of effective performance under each domain for evaluation. Use the rating scale to rate each domain. Use the "comments" sections at the end of each domain to note specific aspects of the superintendent's performance that merit commendation or that represent deficiencies.

Rating Scale:

5 **Clearly Outstanding:** The Board or board member is very pleased with this aspect of the District or program. The superintendent should expend only adequate time and effort to maintain this level of performance.

4 **Above Standard Expectations:** The Board or board member is pleased with this aspect of the District or program. The superintendent should devote time and effort to maintenance at this level and pursue excellence at the appropriate time.

3 **Meets Standard Expectations:** While the Board or board member recognizes that this aspect of the District or program is acceptable, the superintendent should develop a plan and expend time and effort on improvements in this area.

2 **Below Standard Expectations**: The Board or board member has identified this aspect of the District or program as an area targeted for improvements. The superintendent should devote considerable time and effort to this end.

1 **Unacceptable:** The Board or board member is completely displeased with this aspect of the District or program. Improvement must occur immediately. The superintendent must make every effort to set and reach goals in a timely manner.

A rating of 2.0 or below in any domain should be accompanied by written comments specifying the reasons for the rating

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1. **The superintendent continuously works to ensure excellence in academic growth and achievement, as set forth in the Clyde CISD Strategic Direction Scorecard Section 1.1.**

   Circle one: 5 4 3 2 1

   COMMENTS:

2. **The superintendent continuously works to ensure that all students are college and/or career and/or military ready, as set forth in the Clyde CISD Strategic Direction Scorecard Section 1.2.**

   Circle one: 5 4 3 2 1

   COMMENTS:

3. **The superintendent continuously works to ensure the safety and well-being of all students, as set forth in the Clyde CISD Strategic Direction Scorecard Section 1.3.**

   Circle one: 5 4 3 2 1

   COMMENTS:

4. **The superintendent continuously works to ensure a high level of student engagement in extra-curricular and co-curricular activities, as set forth in the Clyde CISD Strategic Direction Scorecard Section 1.4.**

   Circle one: 5 4 3 2 1

   COMMENTS:

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5. **The superintendent continuously works to enhance and improve compensation and benefits to all employees, as set forth in the Clyde CISD Strategic Direction Scorecard Section 2.1.**

   Circle one: 5 4 3 2 1

   COMMENTS:

6. **The superintendent continuously works to recruit and retain highly effective staff, as set forth in the Clyde CISD Strategic Direction Scorecard Section 2.2.**

   Circle one: 5 4 3 2 1

   COMMENTS:

7. **The superintendent continuously works to build capacity and enhance training for teachers and staff, as set forth in the Clyde CISD Strategic Direction Scorecard Section 2.3.**

   Circle one: 5 4 3 2 1

   COMMENTS:

8. **The superintendent continuously works to increase parent/family engagement and satisfaction, as set forth in the Clyde CISD Strategic Direction Scorecard Section 3.1.**

   Circle one: 5 4 3 2 1

   COMMENTS:

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9. **The superintendent continuously works to ensure strong community partnerships, as set forth in the Clyde CISD Strategic Direction Scorecard Section 3.2.**

   Circle one: 5 4 3 2 1

   COMMENTS:

10. **The superintendent continuously works to ensure long-range facility and asset planning, as set forth in the Clyde CISD Strategic Direction Scorecard Section 4.1.**

    Circle one: 5 4 3 2 1

    COMMENTS:

11. **The superintendent continuously works to promote operational efficiency and streamlined processes throughout the district, as set forth in the Clyde CISD Strategic Direction Scorecard Section 4.2.**

    Circle one: 5 4 3 2 1

    COMMENTS:

12. **The superintendent continuously works to ensure financial stewardship and transparent budget development processes, as set forth in the Clyde CISD Strategic Direction Scorecard Section 4.3.**

    Circle one: 5 4 3 2 1

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COMMENTS:

Summary Appraisal Report

OVERALL RATING (Sum of all points earned in Domains 1-12): _____

Rating Scale

45-60	**Exceptional**	**Performance exceeds expectations**
30-44	**Proficient**	**Performance meets expectations**
0-29	**Needs Improvement**	**Performance does not meet expectations**

Any rating of 2.0 or below in any area should be accompanied by written comments specifying the reasons for the rating. The board member has the option of attaching an addendum.

Summary Comments:

Growth Plan: _____ None Needed _____ Attached

Signatures:

Superintendent: _____ Date: _____

Board President: _____ Date: _____

Board Vice President: _____ Date: _____

Board Secretary: _____ Date: _____

Board Trustee: _____ Date: _____

Board Trustee: _____ Date: _____

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Board Trustee: _____ Date: _____

Board Trustee: _____ Date: _____