

Superintendent:	Emily Lorenz
Date of Appraisal Period:	January 2024 - December 2024
Date of Annual Appraisal:	January 6, 2025



Based on cumulative performance information, evaluate the superintendent’s effectiveness in meeting each responsibility. Please assign the rating that most closely represents your judgement using the following Likert scale when providing a Board Score:

- | | | |
|---|----------------------|---|
| 1 | Unsatisfactory | Performance is consistently unacceptable |
| 2 | Below Expectations | Performance is consistently below expectations and significant problems exist |
| 3 | Meets Expectations | Performance meets expectations and presents no significant problems |
| 4 | Exceeds Expectations | Performance demonstrates increased proficiency and is consistently above expectations |
| 5 | Clearly Outstanding | Performance is consistently far superior to what is normally expected |

Calallen ISD Superintendent Evaluation 2023	
In Calallen ISD We Believe...	<ul style="list-style-type: none"> • Students are well-rounded problem solvers and decision-makers, as they choose the best path forward to be “life-ready” after high school. • Parents and Families are accountable partners in education, advocating for the best interest of their children, while remaining open to feedback in support of their child’s learning and academic needs. • Faculty and Staff are highly qualified and innovative professionals that foster positive relationships while focusing on student growth and achievement. • Campus Leaders are culture-builders that encourage innovative instructional practices, risk-taking, and collaboration. • The Superintendent and Administrators prioritize the needs of students, while maintaining a supportive learning and working environment, based on trust, transparency, and effective communication. • The Board of Trustees are strategic and transparent decision-makers that work as a unified team, in service and support of the Calallen ISD community.
Mission:	Calallen ISD, grounded in a tradition of unyielding commitment to excellence, academics, integrity, citizenship, and service, empowers each and every student to achieve their unique potential in an ever-changing, dynamic world.
Vision:	Intentionally empowering today, to excel tomorrow.

Priority	Performance Objectives	Board Score (1-5)
Priority 1 Students: Building and sustaining a culture of performance and preparation for a life beyond high school.	1.1 Academic Growth and Achievement	
	1.2 College, Career, and Military Readiness	
	1.3 Student participation in activities and/or clubs to build well-rounded citizens.	
	1.4 Student safety and well-being	
Comments:		
Priority 2: Building and sustaining a culture of faculty and staff commitment.	2.1 Faculty and staff commitment	
	2.2 Capacity building for all faculty and staff	
	2.3 Competitive compensation for faculty and staff	
Comments:		
Priority 3: Increasing community engagement and commitment.	3.1 Parent and family engagement	
	3.2 Community engagement and commitment	
	3.3 Community partnerships	
Comments:		
Priority 4: Ensuring effective and efficient operations.	4.1 Ensure strong financial stewardship	
	4.2 Improve operational efficiencies and processes	
	4.3 Safety and security	
Comments:		

Board and Superintendent Relations	Superintendent maintains a positive and productive working relationship with the Board.	
	Superintendent keeps Board members informed.	
	Superintendent ensures timely response to Board requests.	
	Superintendent maintains consistency with policies and procedures.	
	Superintendent provides recommendations and appropriate supporting materials for Board decisions.	
	Superintendent ensures timely communication of Board policy and decisions with staff and community.	
Comments:		
		Total points earned
		Total possible points
		Percent of points earned:
		95

Employment Recommendation:	<input type="checkbox"/> Continued Employment	<input type="checkbox"/> Probation	<input type="checkbox"/> Discontinue Employment
	Date:		