



Superintendent Quarterly Evaluation Rubric

DRAFT

Name:

Date:

Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes

Goal 1.1 - Superintendent will implement programs to reduce teacher turnover to 15% or below by August 2026.

Complete | Significant Progress | Limited Progress | No Progress

Goal 1.2 - Superintendent will implement a human capital marketing plan by June 2025.

Complete | Significant Progress | Limited Progress | No Progress

Goal 1.3 - Superintendent will design and implement a Talent Development plan by August 2025.

Complete | Significant Progress | Limited Progress | No Progress

Goal 1.4 - Superintendent will ensure that a culture of employee support and satisfaction is implemented through ongoing input opportunities including Stay Interviews to be conducted by Feb. 1 of the 2026 school year with a minimum of 50% from each employee group to be interviewed.

Complete | Significant Progress | Limited Progress | No Progress

Goal 1.5 - Superintendent will ensure all employee groups are represented in Compensation Task Force and improve positive response rate by 10 percentage points to survey question regarding fairness of pay. (Baseline available April 28)

Complete | Significant Progress | Limited Progress | No Progress

Feedback, Directives, Future Goals:

*If No Progress:

1

Maximizing Academic Performance

Goal 2.1 - Superintendent will increase student attendance by 0.25 percentage points by December 2025.

Complete | Significant Progress | Limited Progress | No Progress

Goal 2.2 - Superintendent will increase employee attendance 2 percentage points by December 2025.

Complete | Significant Progress | Limited Progress | No Progress

Goal 2.3 - Superintendent will increase student academic growth by 5 percentage points for the school year.

Complete | Significant Progress | Limited Progress | No Progress

Goal 2.4 (HB3) - The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 49% to 60% by June 2024, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028.

Complete | Significant Progress | Limited Progress | No Progress

2

Cont. Maximizing Academic Performance

2

Goal 2.5 (HB3) - Increase overall student performance in mathematics to 85% Meets Standard by 2028. The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 53% to 65% by June 2024, 70% for 2024-2025, 75% for 2025-2026, 80% for 2026-2027, 85% for 2027-2028.

Complete | Significant Progress | Limited Progress | No Progress

Goal 2.6 (HB3) - The percentage of graduates that meet the criteria for CCMR will increase to 95% by 2028.

Complete | Significant Progress | Limited Progress | No Progress

Goal 2.7 - Superintendent will maintain a graduation rate of no less than 95%.

Complete | Significant Progress | Limited Progress | No Progress

Feedback, Directives, Future Goals:

*If No Progress:

Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.

3

Goal 3.1 - Superintendent will engage students in existing programs (UIL and CTE) through increasing student participation in each program by 5% by May 2026.

Complete | Significant Progress | Limited Progress | No Progress

Goal 3.2 - Superintendent will implement a CTE development plan including FFA and CTSOs by September 2025.

Complete | Significant Progress | Limited Progress | No Progress

Goal 3.3 - Superintendent will improve student success by qualifying for post district recognition by 5% for individual events and team events by May 2026.

Complete | Significant Progress | Limited Progress | No Progress

Goal 3.4 - Superintendent will ensure the implementation and continuation of Advisories for Athletics, Fine Arts, and CTE to provide input to strengthen programs and assess programs to sunset that no longer meet student needs and have declining enrollment by May 2026.

Complete | Significant Progress | Limited Progress | No Progress

Feedback, Directives, Future Goals:

*If No Progress:

Planning, Preparing, and Maintaining Facilities and Environments for Learning.

4

Goal 4.1 - Superintendent will develop a facilities, operations, and capital asset replacement plan by September 2025.

Complete | Significant Progress | Limited Progress | No Progress

Goal 4.2 - Superintendent will develop a facilities and operations human capital plan by June 2025.

Complete | Significant Progress | Limited Progress | No Progress

Goal 4.3 - Superintendent will oversee the development and implementation of a preventative maintenance plan for capital assets by September 2025

Complete | Significant Progress | Limited Progress | No Progress

Goal 4.4 - Superintendent will increase coordination with law enforcement to practice safety and emergency protocols through at least one tabletop exercise and simulation exercise by May 2026.

Complete | Significant Progress | Limited Progress | No Progress

Feedback, Directives, Future Goals:

*If No Progress:

5

Obtaining and Maintaining Top Rated District Recognition.

Goal 5.1 - Superintendent will develop a UIL development plan in the areas of Academics, Athletics, and Fine Arts to improve student participation and performance by September 2025 with the goal of being ranked in the Top 30 campuses for the 4a Lone Star Cup by May 2027.

Complete | Significant Progress | Limited Progress | No Progress

Goal 5.2 - Superintendent will oversee the development of a plan to achieve a measurable increase in the percentage of students meeting or exceeding state and national benchmarks on the ACT, SAT, and AP exams, leading to recognition for the district's commitment to academic excellence.

Complete | Significant Progress | Limited Progress | No Progress

Goal 5.3 - Superintendent will maintain Purple Star distinction for all campuses for the 2025-2026 school year.

Complete | Significant Progress | Limited Progress | No Progress

Goal 5.4 - Superintendent will oversee the development and implementation of campus and district academic improvement plans by September 2025 to earn a Closing the Gaps distinction by July 2026.

Complete | Significant Progress | Limited Progress | No Progress

Feedback, Directives, Future Goals:

*If No Progress:

Additional Questions or Comments: