

Standards and Professional Practices:

- 1) Student Learning and Instruction
- 2) Communication and Ethics
- 3) Human Resources and Finance
- 4) Policy and Board Relations
- 5) Facilities and Safety

Rating Scale:

<i>Performance has continually exceeded the criteria</i>	<i>Performance consistently meets the criteria</i>	<i>Performance does not meet the criteria and requires significant improvement</i>

2

Name of Evaluator: DAWN CARSON

Date of Evaluation: 6/15/2025

<b><i>Students are achieving benchmarks for grade level proficiency or targeted growth goals. The Superintendent leads the District by providing best practices in instructional programs and staff professional development.</i></b>			
	Chose only one		
1.1 Student achievement proficiency and growth data in Math and ELA are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing deficiencies  Provide Evidence for Rating:  We have not talked about it yet, so he has not exceeded nor deficient in this area.		3	

<p>1.2 CTE and workplace learning participation are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing concerns and areas of growth</p> <p>Provide Evidence for Rating:</p> <p>He brings this up pretty often</p>	5		
<p>1.3 District graduation rate meets or exceeds the state's graduation rate</p> <p>Provide Evidence for Rating:</p> <p>Graduation just happened and was not on the board for last year</p>		3	
<p>1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs</p>		3	

3

<p>Provide Evidence for Rating:</p> <p>I have not heard that this is not happening.</p>			
<p>1.5 District goals, curriculum, and initiatives are systemically aligned throughout the District using the District Performance Plan and Portrait of a Learner with associated professional development to staff</p> <p>Provide Evidence for Rating:</p>		3	

Comments: (Identify strengths or recommendations for improvement):

I would like to hear about these sections more clearly in the board meetings during the Superintendent Report.

<p><b><i>The Superintendent establishes effective communication with all stakeholders by effectively engaging and responding to the interests and needs that support the success of all students.</i></b></p>			
<p>2.1 Uses effective public information strategies to communicate and promote a positive image of the District with families, community, the media, and state and local officials</p> <p>Provide Evidence for Rating:</p> <p>I see that we use Lyon CSD Communication, but was wondering if the parents get text for just their child's school regarding pertinent information.</p>		3	

4

<p>2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations</p> <p>Provide Evidence for Rating:</p> <p>I hope so, not sure.</p>		3	
<p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating:</p> <p>I see that he goes to the schools often. He took me to</p>	5		

Dayton schools. See the emails of when they do school visits.			
<p>2.4 Reports during the monthly board meeting to help educate stakeholders about important educational issues and updates</p> <p>Provide Evidence for Rating: He lets us know important things happening during the Superintendent Report</p>	5		
<p>2.5 Responds to stakeholder and board communications within 2 working days</p> <p>Provide Evidence for Rating:</p> <p>Whenever I need to talk about something, he gets back to me within a day or 2.</p>	5		
<b><i>The Superintendent administers district operations in an ethical manner.</i></b>			
<p>2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning</p> <p>Provide Evidence for Rating:</p> <p>He has taken some of the professional courses that the board has taken.</p>		3	
2.7 Models accepted moral and ethical standards in all interactions		3	

5

<p>Provide Evidence for Rating:</p> <p>I have never had a bad interaction with the superintendent.</p>			
<p>2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues</p> <p>Provide Evidence for Rating:</p> <p>I see has tried to be diplomatic on certain subjects that have been brought up.</p>		3	

Comments: (Identify strengths or recommendations for improvement):

Strength: He is helping new board members when they ask questions regarding policy and other topics.

<p><b><i>The Superintendent demonstrates the knowledge, skills, and ability to effectively manage operations and promotes a positive working environment for staff.</i></b></p>			
<p>3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals</p> <p>Provide Evidence for Rating:</p> <p>I am seeing that the Superintendent is trying hard to find ways of recruiting new highers and retaining the employees already at the schools.</p>		3	

6

<p>3.2 Effectively works with District bargaining units and actively seeks to improve bargaining outcomes that best serve students and the District</p> <p>Provide Evidence for Rating:</p> <p>I am not sure, this will be happening this summer.</p>		3	
---	--	---	--

<p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating:</p> <p>Getting angry emails, but hearing that the procedures are going through the correct process</p>		3	
<p><b><i>The Superintendent is an effective steward of the District's financial resources and ensures the fiscal health of the District.</i></b></p>			
<p>3.4 Guides the process of fiscal planning and budget development and makes recommendations based upon the District's current fiscal position and future needs</p> <p>Provide Evidence for Rating:</p> <p>Keeps us well informed on these needs and really appreciate this.</p>	5		
<p>3.5 Implements audit recommendations and works to ensure the annual audit is completed in a timely manner and reflects best practices</p> <p>Provide Evidence for Rating:</p> <p>Keeps us up to date on any information about money.</p>		3	
<p>3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating</p> <p>Provide Evidence for Rating:</p> <p>Let us know that we were doing well on our ending fund balance</p>	5		

Comments: (Identify strengths or recommendations for improvement):

Strengths: Really like how informed the trustees are regarding the budget of the district and how we can fund any projects that need to be done in the future.

<p><b><i>The Superintendent works effectively with the Board of Trustees to lead and manage the District consistent with Board policies.</i></b></p>			
<p>4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions</p> <p>Provide Evidence for Rating:</p> <p>We went through many new and revised policies to keep up with legislation</p>	5		
<p>4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law</p> <p>Provide Evidence for Rating:</p> <p>Updated board policy when needed to stay compliant with state and federal law.</p>		3	
<p>4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities</p> <p>Provide Evidence for Rating:</p> <p>This seems to be working well with the lawyers we have, but needs to be more aggressive when we need to stop a situation during the board meeting.</p>		3	

<b><i>The superintendent fosters a relationship of mutual respect and support with board members and exhibits a shared understanding of Board and Superintendent roles.</i></b>			
---	--	--	--

8

<p>4.4 Keeps the Board regularly informed with data, reports, and information which enables them to make effective and timely decisions</p> <p>Provide Evidence for Rating:</p> <p>I hear from the Superintendent and administration on a regular basis regarding important topics that need to be addressed right away.</p>		3	
<p>4.5 Works with the Board to develop District Goals that align with the District Performance Plan (DPP)</p> <p>Provide Evidence for Rating:</p> <p>Worked with the board in the workshop to come up with the DPP.</p>		3	
<p>4.6 Attends trustee conferences and workshops as circumstances allow and invites trustees to site visits and events</p> <p>Provide Evidence for Rating:</p> <p>He has come to workshops and conferences and done site visits, but I would like to know school events that are happening so I can go to them if possible. (ie, sports and academic events, like debate)</p>		3	
<p>4.7 Makes considerable effort to have a positive working relationship with the Board and attempts to resolve any serious conflicts with Board members</p> <p>Provide Evidence for Rating:</p> <p>I have not had a conflict with him and works well around my schedule so I can check out the schools when possible.</p>		3	



<p>4.8 Works proactively with the Board President to plan for meetings, prepare agenda items, and collaborate regarding issues and concerns</p> <p>Provide Evidence for Rating:</p> <p>He seems to keep in contact with the Board President to prepare the agenda items and other issues and concerns that come up during the month</p>		3	
---	--	---	--

Comments: (Identify strengths or recommendations for improvement):

Strength: Asked board members to be part of the hiring board for certain positions. That was very nice of the Superintendent to do.

9

<p><b><i>The district is a good steward of capital resources. Students, staff, and community members are physically and psychologically safe in the school.</i></b></p>			
<p>5.1 Ensures the Capital Improvement Plan (CIP), Master Facility Plan, and current facility projects are being updated and presented to the Board</p> <p>Provide Evidence for Rating:</p> <p>Every board meeting the CIP is brought up with updates.</p>	5		
<p>5.2 Stays informed of facilities use and needs and makes facility and safety improvement recommendations as needed to the Board</p> <p>Provide Evidence for Rating:</p> <p>This is brought up to the board on a monthly basis</p>	5		

<p>5.3 Ensures that each school and the District has a current Emergency Operation Plan (EOP) and applicable safety drills are conducted at each school in conjunction with appropriate first responders</p> <p>Provide Evidence for Rating:</p> <p>I am not sure about this, but I really hope so.</p>		3	
<p>5.4 Provides an appropriate Social Emotional Learning (SEL) curriculum and resources to students, staff, and families for mental health wellness</p> <p>Provide Evidence for Rating:</p> <p>I know this happened when there was a sad situation at one of our high schools. I hope students/staff/families have the counselors needed at any time during hard situations.</p>		3	
<p>5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update</p>		3	

10

Provide Evidence for Rating:			
------------------------------	--	--	--

<p>Comments: (Identify strengths or recommendations for improvement):</p> <p>Strengths: Keeping the board informed on what needs to be improved at the schools.</p>
---