

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>

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Name of Evaluator: Bridget Peterson

Date of Evaluation: 6/13/25

<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 talked a lot about student achievement in board meetings and focused on it during a board workshop.	X		

<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: CTE and workplace learning is a focus of the district. We discussed and planned goals around this at our workshop.</p>	X		
<p>1.3 District graduation rate meets or exceeds the state's graduation rate</p> <p>Provide Evidence for Rating: Collectively we are above the state average.</p>		X	
<p>1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs</p>	X		

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Provide Evidence for Rating:			
<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: Our staff provide accommodations using IEP's. We have PAES labs, special olympics, and work hard to meet everyone's needs.</p>	X		

Comments: (Identify strengths or recommendations for improvement):

<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: Tim engages with stakeholders personally, on Podcasts, presents to the Legislature, through cabinet members, and through our PIO.</p>		X	

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<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: The District puts out multiple surveys.</p>	X		
<p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating: Tim regularly visits schools. He and the Cabinet members have a very</p>	X		

consistent site visit schedule. I also see him at many extra curricular school events.			
<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: This is not consistent. Tim could improve in this area and take advantage of the Superintendent report to do more education on issues. Would not rate this as needs significant improvement.</p>		X	
<p>2.5 Responds to stakeholder and board communications within 2 working days</p> <p>Provide Evidence for Rating:</p>		X	
<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: Tim has high ethics and personal integrity. **Next year please provide us with the list of professional learning conf./mtgs./opportunities you have attended. I know that Tim has been to conferences and meets monthly with Superintendents around the state to discuss issues and learn.</p>	X		
2.7 Models accepted moral and ethical standards in all interactions	X		

Provide Evidence for Rating: It is who Tim is.			
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<p>2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues</p> <p>Provide Evidence for Rating: Tim works hard to hear all sides of the issue. He takes time to think about the best course of action. He is way better at this than me :)</p>	X		
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Comments: (Identify strengths or recommendations for improvement):

<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: Recruitment and retention is a struggle for ALL school districts across the nation. This is not necessarily a reflection on a school superintendent. However, LCSD does give this issue a lot of attention. We have a long list of strategies. The most significant and recent one is to offer to pay a percentage of the benefits for dependents. This is not common among other districts.</p>	X		

<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: Typically negotiations happen every other year, after a legislative session. Tim has participated in many of these, but as the Deputy Superintendent. Historically, we have been able to successfully negotiate.</p>		X	
<p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating: Over the past year we have updated MANY policies to be in compliance with federal, state, and local laws.</p>	X		
<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: The board consistently has budget and CIP updates.</p>	X		
<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: Our annual audit findings were amazing!</p>	X		
<p>3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating</p> <p>Provide Evidence for Rating: The district has a great bond rating! We are above the required ending fund balance.</p>	X		

Comments: (Identify strengths or recommendations for improvement):

<b><i>The Superintendent works effectively with the Board of Trustees to lead and manage the District consistent with Board policies.</i></b>			
4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions  Provide Evidence for Rating: Absolutely! We have revised MANY policies and administrative regulations. We will see the results of the legislative session soon.	X		
4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law  Provide Evidence for Rating: Have done tons of this over the past year.	X		
4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities  Provide Evidence for Rating:		X	
<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>			

<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: Tim provides LOTS of data and reports to board members.</p>	X		
<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: We have spent MANY hours on the DPP.</p>	X		
<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: Tim invites trustees to walk sites with him and attend events. He attended our annual conference.</p>	X		
<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: Tim spends a significant amount of time trying to resolve board member issues. I do realize that we have many new board members, but I hope that this can slow down for him.</p>	X		
<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: Tim is spending lots of time working with the current Board President. Tim is going above and beyond. However, it may be impeding his other responsibilities</p>	X		



Comments: (Identify strengths or recommendations for improvement):

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<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: We see the CIP very frequently in board packets. We are currently working on the master facility plan.</p>	X		
<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: Constantly talking about this.</p>		X	
<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: We see the EOP every year at the start of school. Drills are being done in the schools.</p>		X	

