



# OFFICE OF THE SUPERINTENDENT

## CANUTILLO A Premier District

**RE:** Discussion and Recommendation Regarding Board Evaluation and Superintendent's Evaluation Calendar

**Date:** 12/11/2024

Canutillo Board of Trustees,

As we move into the new school year, I would like to outline the key phases of the Superintendent Evaluation Cycle, which will guide our work and strategic planning throughout the year. This process ensures that both the Board and Superintendent remain aligned with district goals, promote continuous growth, and work towards greater success for our district.

In the **Board Evaluation Phase**, we will assess the effectiveness of the Board to ensure that we are aligned with district goals and best governance practices. The Board will conduct a self-assessment or peer evaluation, focusing on performance and support for district initiatives. This evaluation will help identify areas for improvement and provide recommendations for enhancing our governance practices.

The **Superintendent Pre-Evaluation Phase** will set the foundation for the Summative Evaluation in October. The Board will finalize the superintendent's performance evaluation framework and criteria, reviewing the superintendent's goals and ensuring they align with the Lone Star Governance Goals.

In **October**, we will conduct a formal review of the superintendent's performance. This review will include evaluating progress toward objectives, overall achievements, and key outcomes. The evaluation will result in a report that highlights strengths, areas for improvement, and future recommendations.

Later in the year, in **February**, the Board will hold a workshop focused on analyzing student performance data and district progress. We will set measurable, student outcome-focused goals for the superintendent's next evaluation period, ensuring alignment with the district's strategic plan and priorities for student success.

This evaluation cycle is a critical component of our ongoing efforts to improve governance, provide leadership, and drive the district's long-term success. By engaging in thoughtful evaluations and collaborative goal-setting, we can ensure continued growth and achievement for our students, staff, and community.

Dr. Pedro Galaviz  
Superintendent of Schools  
Canutillo Independent School District

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For additional information regarding Canutillo Independent School District's policy of nondiscrimination contact the Human Resources Division: (915) 877-7423 | 7965 Artcraft Dr. | El Paso TX 79932.