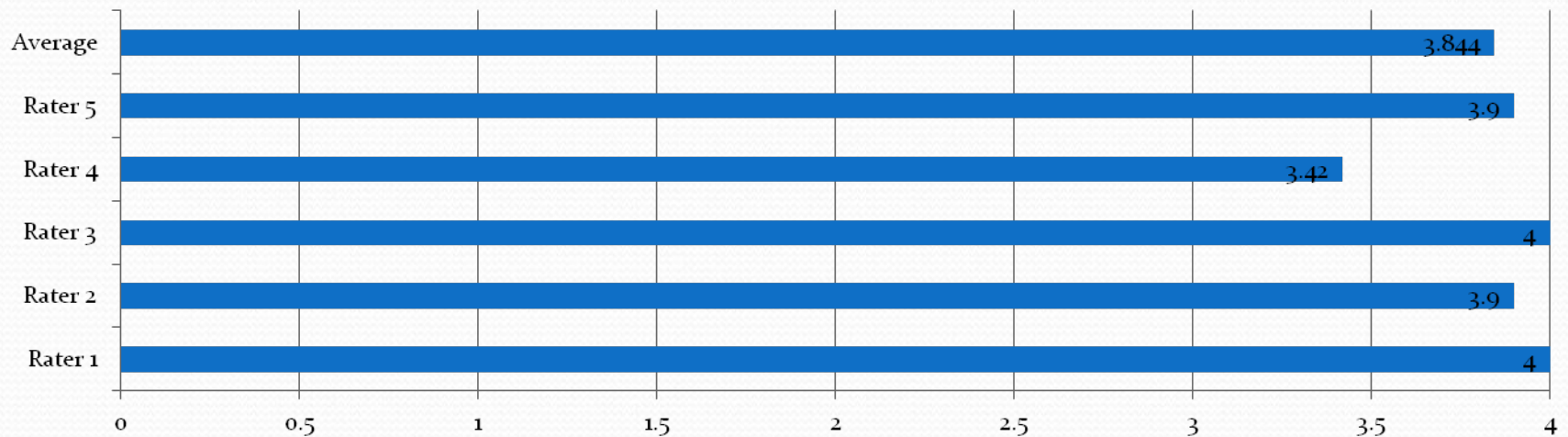


School Board Superintendent Evaluation

Leadership and District Culture

Domain 1

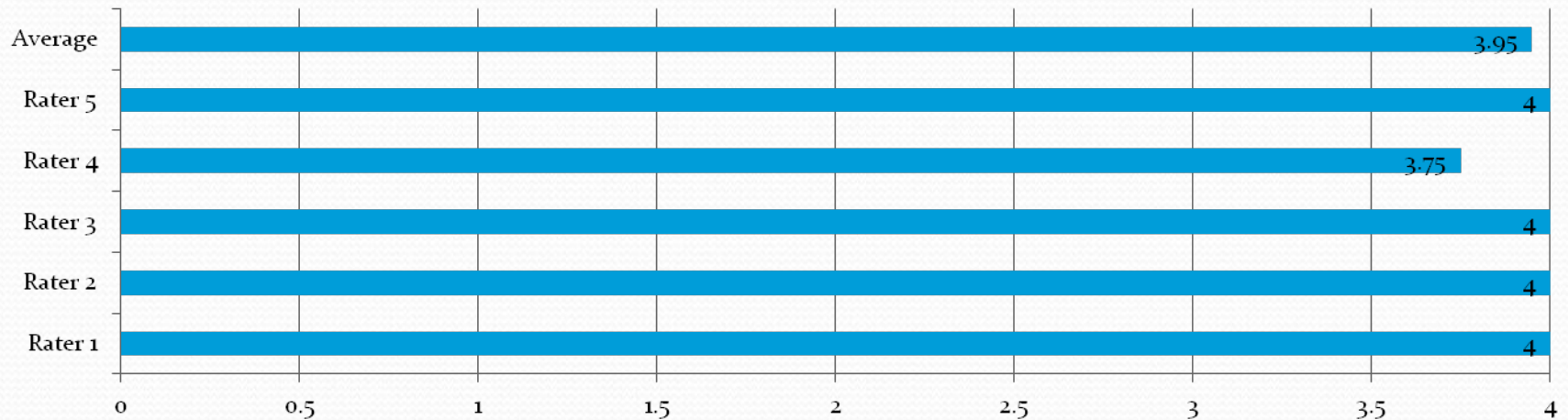


Comments:

I've been very impressed with the knowledge and experience Steve has, in moving areas of concern to a positive outlook.

Policy and Governance

Domain 2

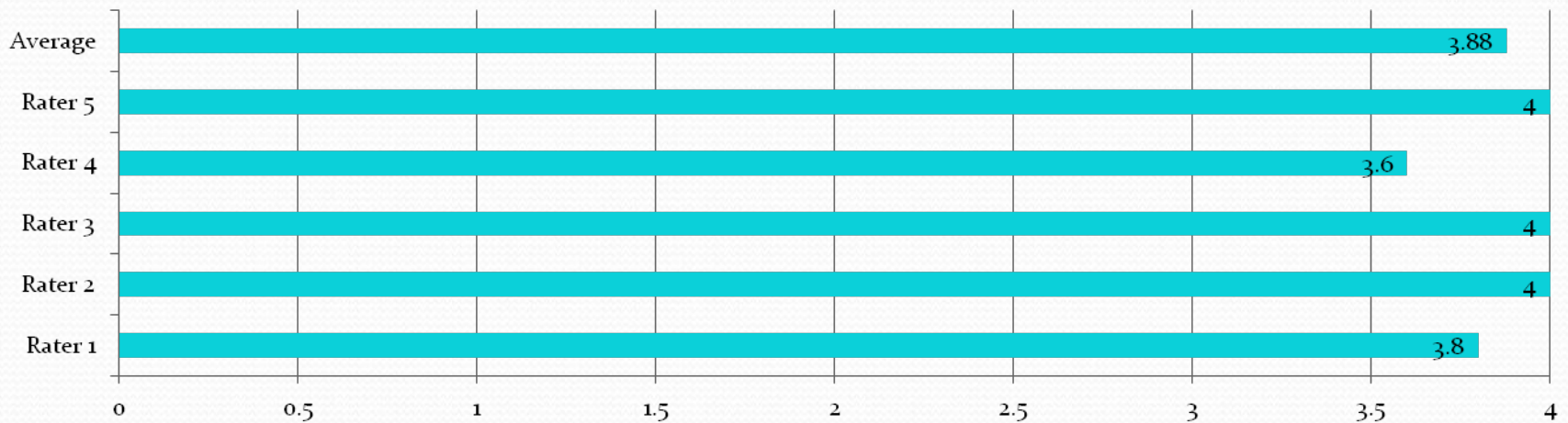


Comments:

Steve is very good about keeping us legally in the loop and out of trouble with all the laws that abound in education.

Communications and Community Relations

Domain 3



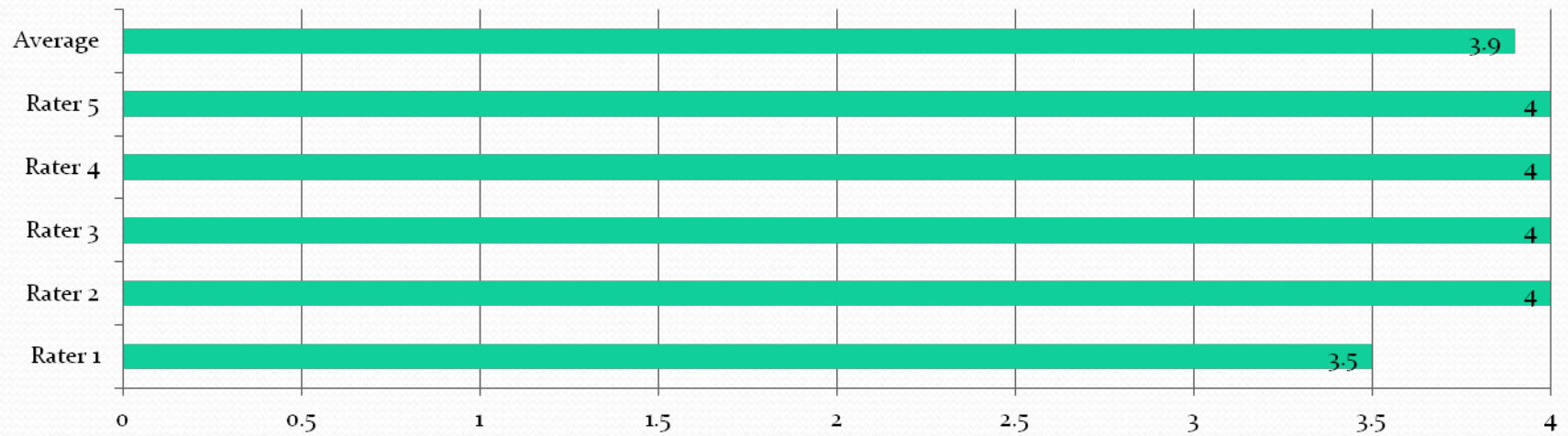
Comments:

Kudos for diving right into our community.

Steve is a very good speaker, with a likable disposition that makes or allows him to create relationships with the city as a whole. He is in his first year at our district and doing what I would think, an excellent job.

Organizational Management

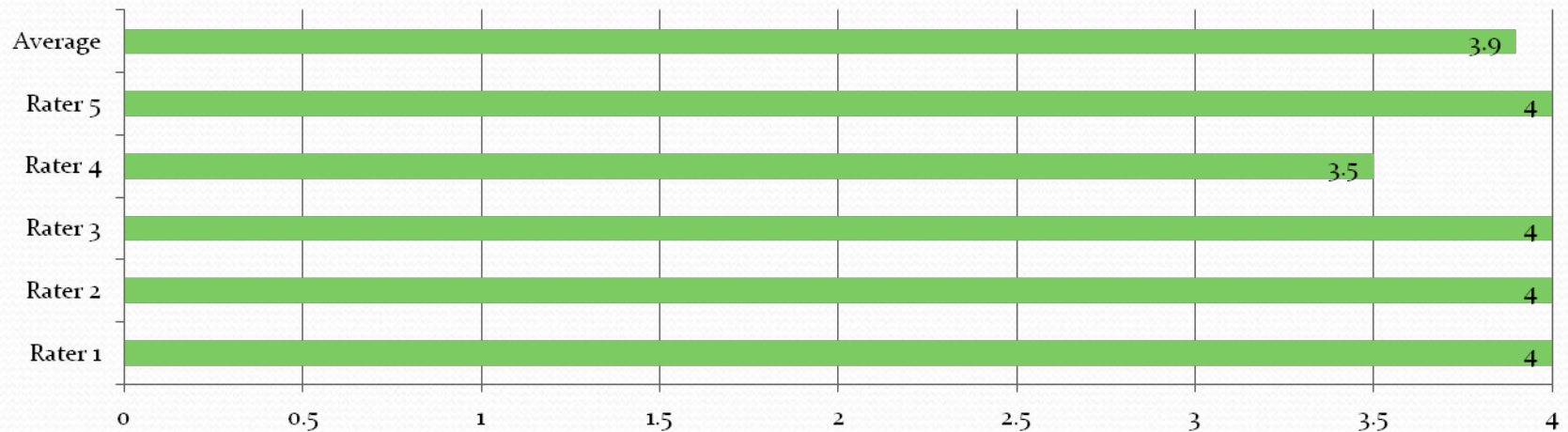
Domain 4



Steve does have long range plans for student learning, (with that) upgrading school systems, bonds, electronics and we are already seeing results.

Curriculum Planning Development

Domain 5

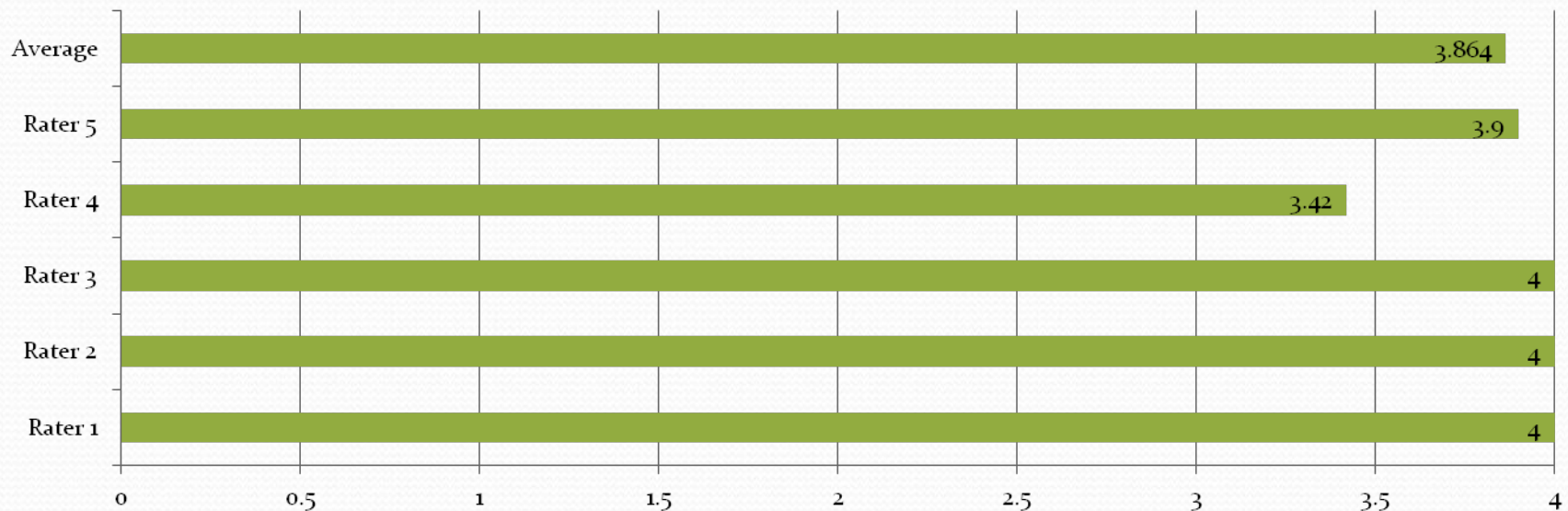


Comments:

Right now, this year I feel Steve's hands are somewhat tied, in picking up the pieces from the last superintendent. I think Steve in future years, will look at upgrading classes to focus on, not only, the core subjects, but also, classes in finances, modern economics, possible education toward military service, more classes that might be college friendly and trade school classes.

Instructional Leadership

Domain 6

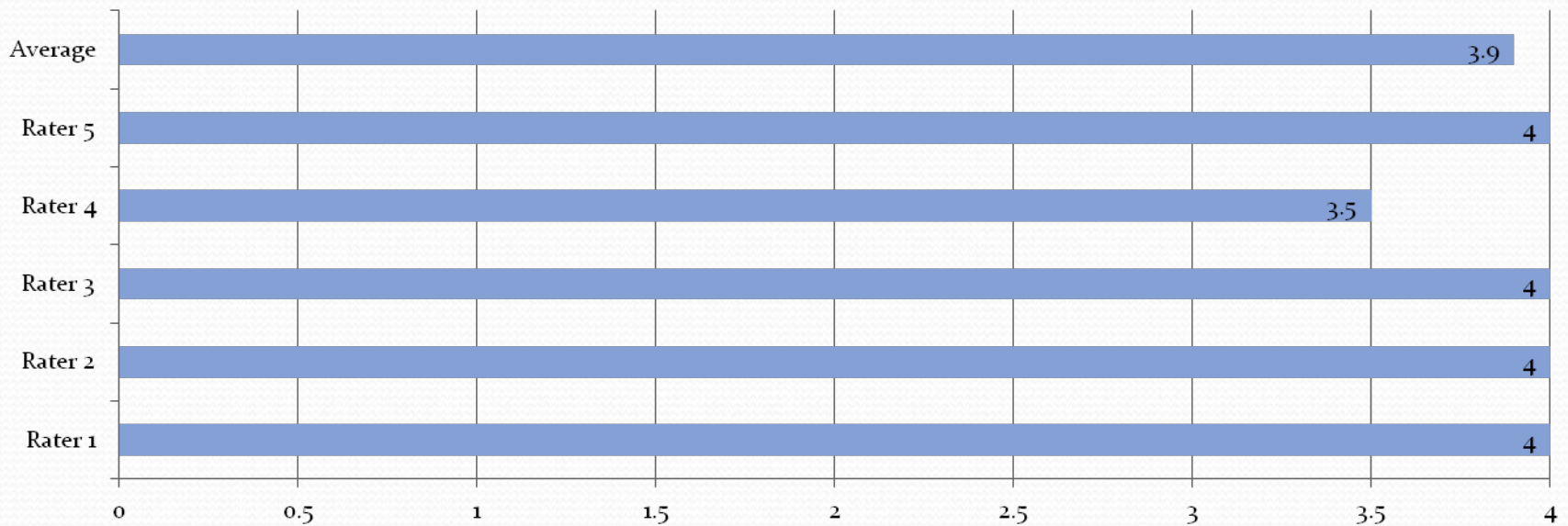


Comments:

Steve has a lot on his plate right now, however testing and monitoring student educational growth is so important. Some tests that students take appear to not be used in the best way to monitor student growth. Positive progress is being made, this is a good thing.

Human Resources Management

Domain 7

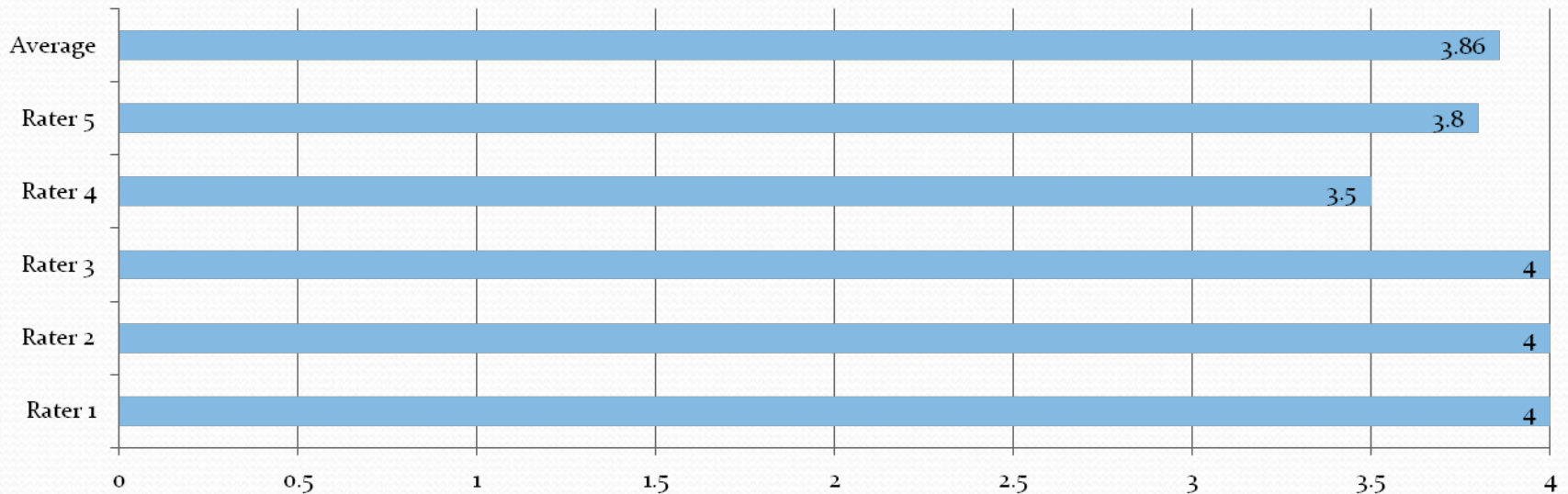


Comments:

Good job, Steve is on top of this.

Values and Ethics of Leadership

Domain 8



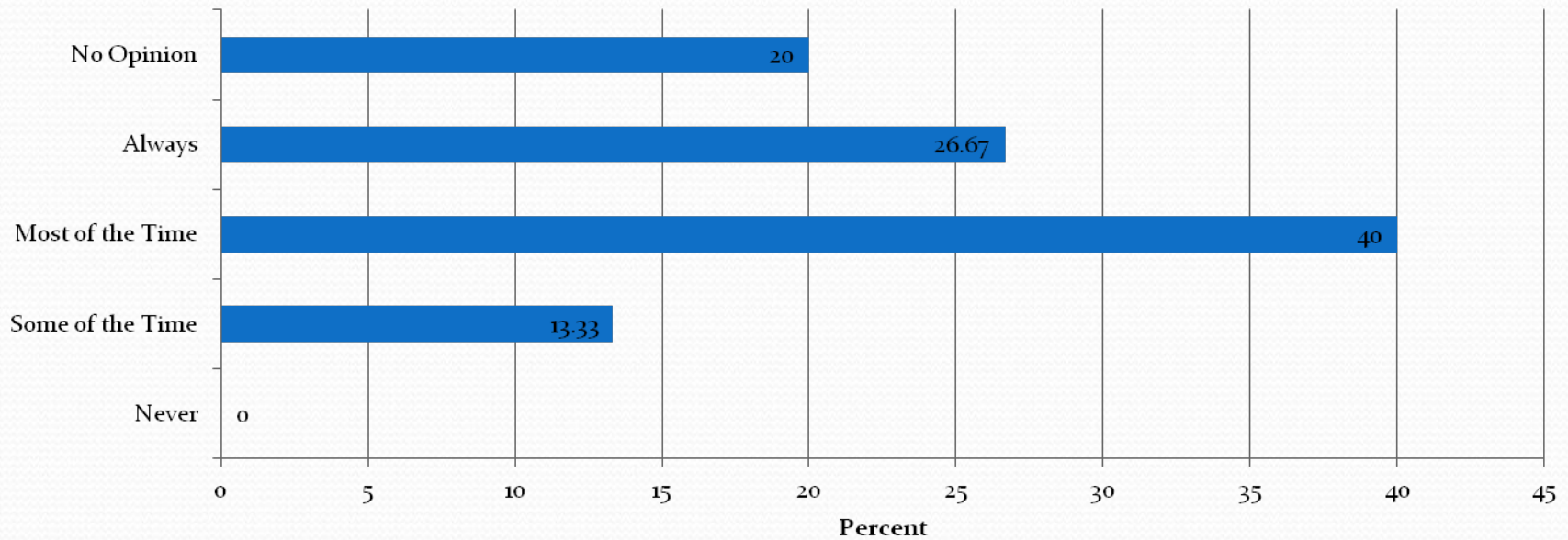
Comments:

Only reason for a downgrade is that we have had very little on this subject. Are we able to educate students in the district rather than send them off to different schools for classes? Are we educating all our students?



Staff Survey

The Superintendent supports shared decision-making.



Comments:

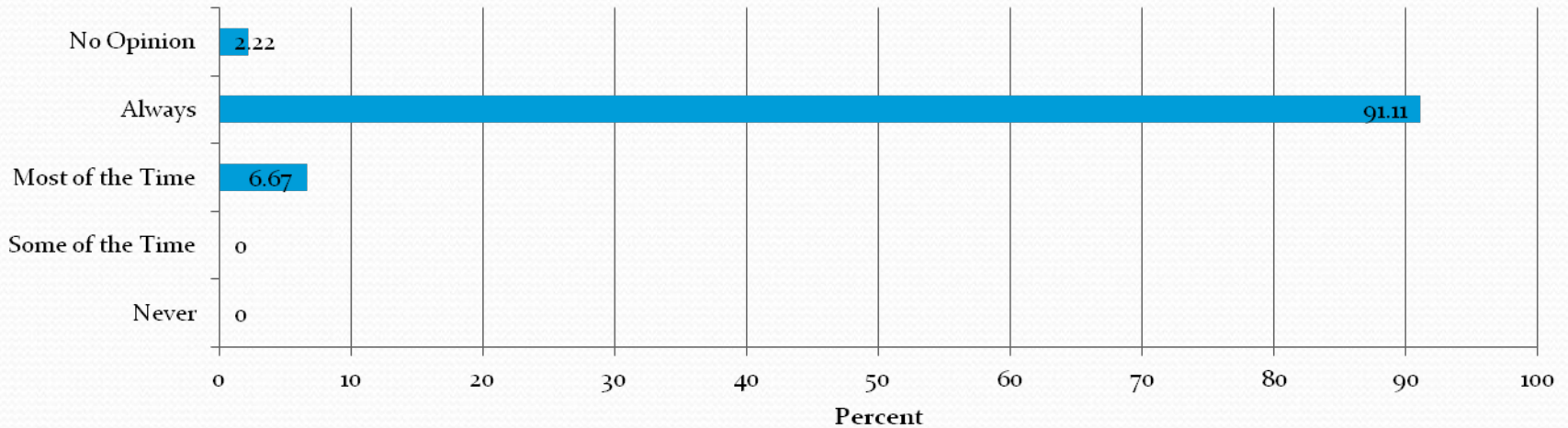
I don't have enough knowledge to answer that question, as I am not around Steve when he is making decisions. I usually just see him at district meetings or trainings.

Mr. Sugg is very approachable, and asks for our opinion on subjects we are involved in. I appreciate this. At the same time has good leadership qualities and we know he has the ultimate decision.

I do not have the opportunity to work with Mr. Sugg in order to rate him on any of this factor.

I checked most of the time because I am not around all of the time to see all the decisions being made.

The Superintendent treats me with respect.



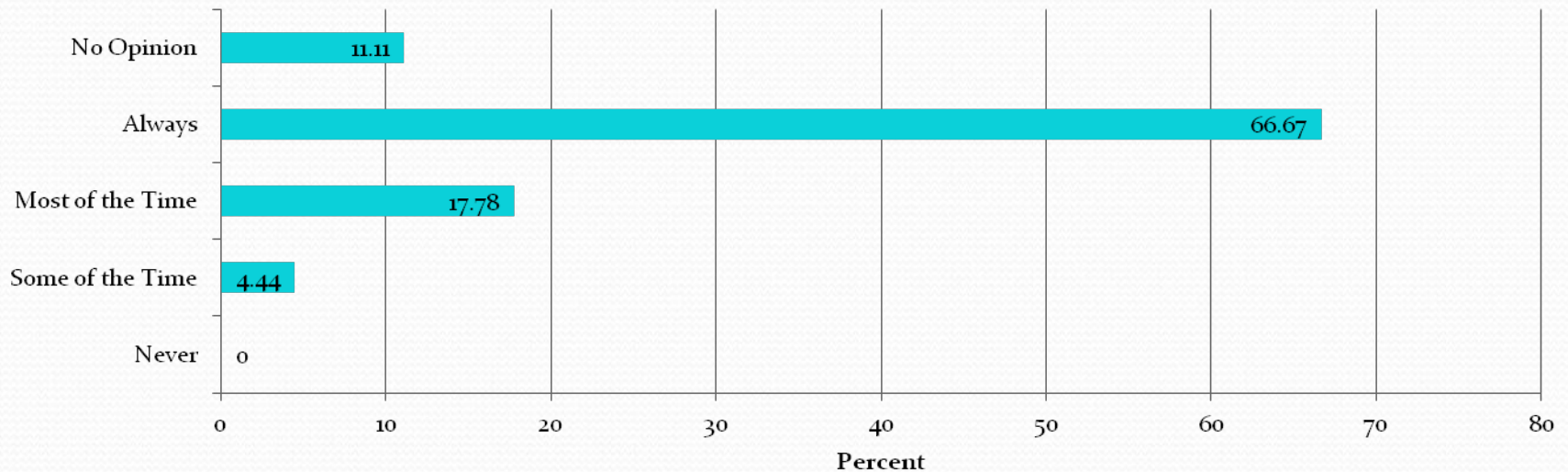
Comments:

I have had very little interaction with Steve, other than to say hi at district events.

I always feel my opinions are treated with your full attention and respect.

I really haven't had enough contact to make a valid assessment.
Steve treats everyone with respect.

The Superintendent creates an inclusive environment that values people with diverse skills, styles, perspectives and backgrounds.



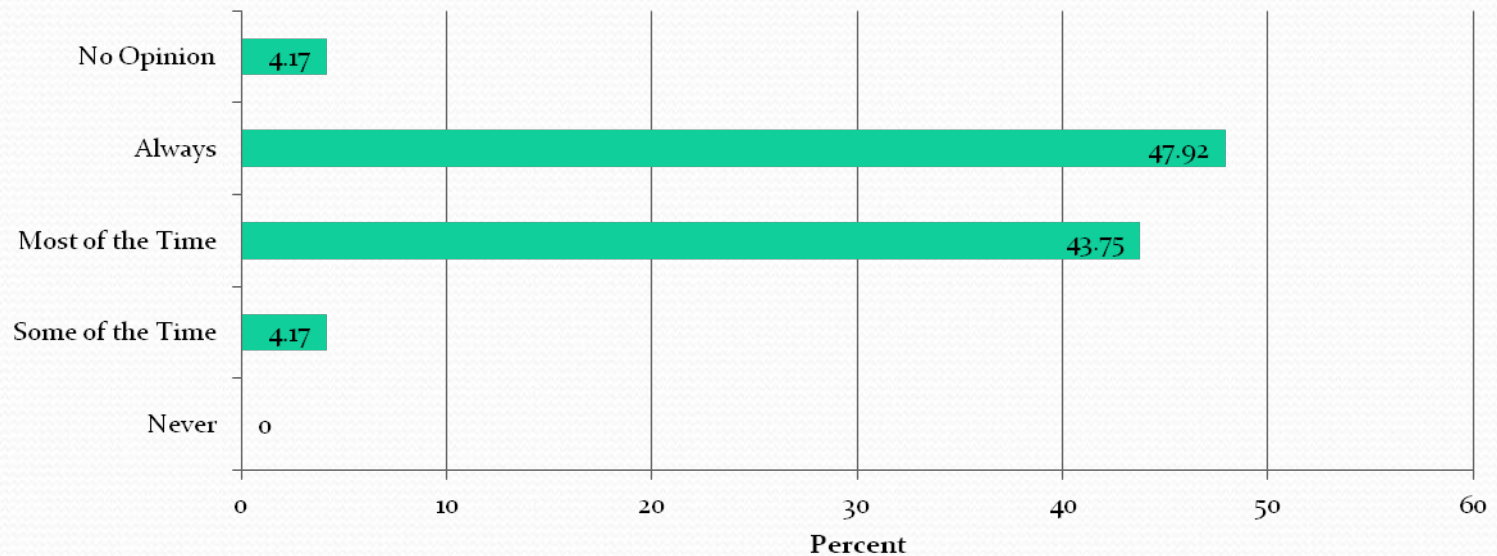
Comments:

I have heard that he is ready to work with staff, but I have limited personal interaction to answer this question.

I do not have the opportunity to work with Mr. Sugg in order to rate him on any of this factor.

Again, not enough contact to know, but it appears to be so.

The Superintendent is trusted by all staff, faculty and all members of the school or work group.



Comments:

I have heard good things about Steve, and staff seem very willing to work with him.

Some people tend to be suspicious of leadership.

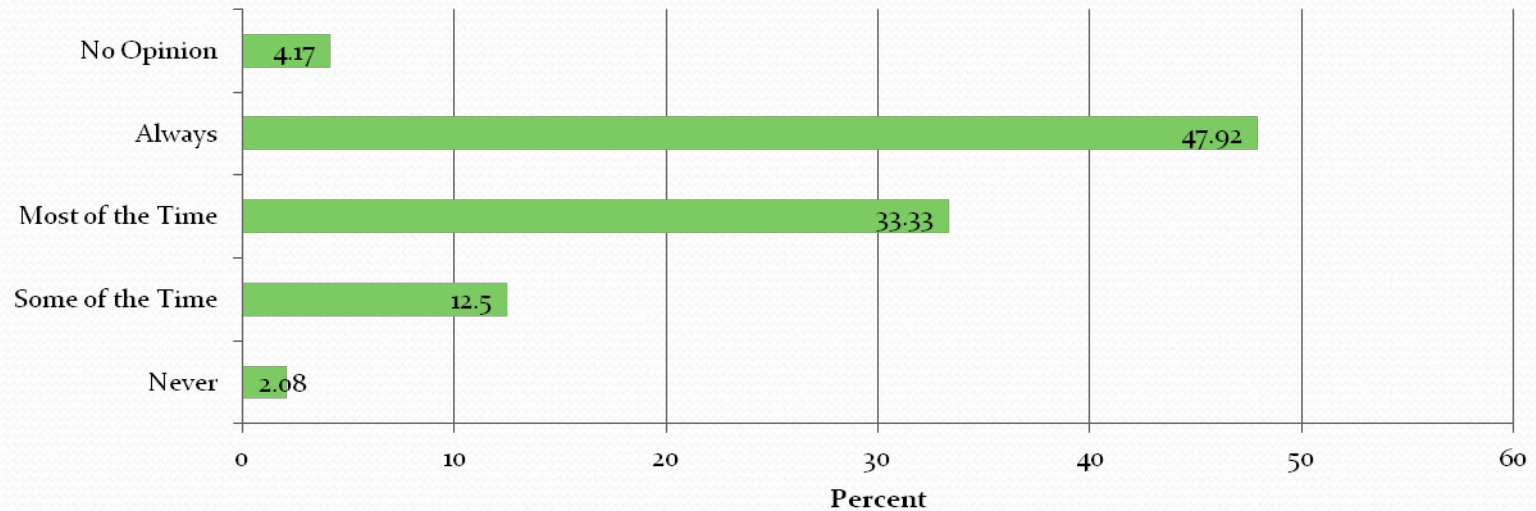
I can't speak for the rest of the staff, but you are trusted by me 😊

Too new to have built trust.....next year will tell.

He is well-spoken of by the limited staff I do interact with, and when I see him in the building he exudes happiness and kindness. I do feel a sense of trust for him and anticipate that he will continue to have a positive influence on the staff and students.

I am not around all the teachers and staff.

Strong leadership, opportunities for collaboration and ongoing development of professional learning communities are clearly evident.



Comments:

I put most of the time as I feel our professional learning communities could still be stronger. I feel our grade level has made great strides this year of using time wisely and evaluating what we do.

I do not have the opportunity to work with Mr. Sugg in order to rate him on this factor.

You are an ideal Superintendent. I could not ask for a more accessible and dedicated professional than you. Thank you!



End