

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: August 25, 2025

Agenda Item: K.14

Board Goal: Board Matter

Subject: Consideration and possible adoption of the instrument to be used to evaluate the Superintendent for the 2025-2026 school year

Administrator Responsible/Position: Dr. Eric Wright, Superintendent

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☒ Local Policy

☐ Law or Rule

☐ N/A

Board Policy BJCD states the Board shall prepare a written evaluation of the Superintendent at annual or more frequent intervals and that the appraisal process and criteria will be adopted by the board.

C. Goal or Need Addressed:

Adoption of document to be used to evaluate the Superintendent

D. Summary:

☒ Previous board action relating to this item – Previous Superintendent Evaluation Document was adopted by the board in October 2024.

☒ Future action anticipated - annually

☒ Background information – This evaluation instrument is generated from district goals established annually by the Board of Trustees

E. Comments Received: N/A

☐ Cabinet

☐ DLT

☐ FBOC

☐ Teacher Org. Reps.

☐ Other

F. Administrative Recommendation:

The Superintendent recommends adoption of the presented evaluation document.

G. Fiscal Impact and Cost: Amount: N/A

☐ Budget

☐ Bond

☐ Grant/Special Funds

☐ Other

☐ Budget Amendment Required

H. Suggested Motion:

I move that the Hays CISD Board of Trustees adopt the 2025-2026 Superintendent Evaluation Instrument, as presented.