

Agenda of Working Meeting

The Board of Trustees Splendora ISD

A Working meeting of the Board of Trustees of Splendora ISD will be held May 2, 2022, beginning at 6:00 PM in the Administration Building Boardroom, 23419 FM 2090, Splendora, Texas 77372.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- | | |
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| 2. ROLL CALL | |
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| A. Discussion and Possible Action on Student Fees Schedule | 5 |
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| 9. POSSIBLE ACTION ARISING FROM CLOSED SESSION | |
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If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the

section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on _____, at _____

For the Board of Trustees



STRATEGIC DIRECTION - *why we exist*

VISION Right People. Right Things. Right Way. Right Resources. Right Relationships

MISSION Cultivating Exceptional People

BELIEFS - <i>why we act</i>	PRINCIPLES
<u>Student-Focused</u> : We believe the greatest outcomes result when students come first.	<ul style="list-style-type: none"> • Be accountable. • Live with integrity. • Focus on student needs.
<u>Relationships</u> : We believe positive and supportive relationships create the conditions for students to be advocates in their education.	<ul style="list-style-type: none"> • Value each other.
<u>Culture</u> : We believe a healthy, collaborative culture fosters exploration and innovation in a supportive environment.	<ul style="list-style-type: none"> • Ensure a safe physical, emotional, + social environment.
<u>Servant Leaders</u> : We believe servant leaders and critical thinkers strengthen our community and democracy.	<ul style="list-style-type: none"> • Develop servant leaders.
<u>Learning</u> : We believe all students deserve high-quality, engaging learning experiences that honor the potential in each student.	<ul style="list-style-type: none"> • Create a dynamic learning environment.

LEARNER PROFILE

The Splendor ISD Learner Profile provides an educational setting where every student is empowered to be: Self Motivated, Confident, An Adaptable Learner, A Critical Thinker, A Productive Citizen

STRATEGIC GOALS

Goal 1: Establish a shared commitment to district beliefs, the need for continuous innovation, and a focus on the future.

Goal 2: Ensure the focus of school district activity is on improving the quality of learning experiences for all.

Goal 3: Enhance the capacity to increase student engagement through digital learning.

Goal 4: Enact a communication strategy that results in a common language and a shared commitment to student success.

Goal 5: Establish a culture that promotes social, emotional and physical well-being for all.

U.S. Pledge:

"I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all."

Texas Pledge:

"Honor the Texas flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible."

Student Fees comparison 2021-2022/2022-2023

Campus	Organization	Item/reason	2021-2022 fees	2022-2023 Proposed Student Fees	Comments
High School	Band	First year band student	\$75.00	\$129.00	In the past they used classroom sets, students now have their own to use year after year.
High School	Percussion	First year Percussion student	\$75.00	\$209.00	In the past they used classroom sets, students now have their own to use year after year.
High School	Color Guard	Costume, makeup	\$75.00	\$304.00	Waiting on budget for next year to help off-set the cost;The cost will then be approximately \$150.
High School	JV Cheer	Camp, camp clothes, etc	\$276.00	\$669.00	Cheer cost Cost of Camp \$500
High School	Varisty Cheer	Camp, camp clothes, etc	\$276.00	\$669.00	Cheer cost Cost of Camp \$500
High School	Drill Team	practice clothes, accessories, etc	\$1,167.00	\$976	This is the cost for first year drill team members; the price drops \$400-\$500 after the first year.
High School	Dance class	Dance class t-shirt	\$25.00	\$25.00	
High School	Clay Club	Jersey	\$65.00	\$65.00	
High School	FBLA	Dues	\$15.00	\$15.00	
High School	FFA	State and National Dues	\$25.00	\$17.00	
High School	FFA - Barn Fees	Barn Fees (small animal/per animal)	\$75.00	\$50.00	Reduced by \$25.00
High School	FFA - Barn Fees	Barn Fees (Cattle/per animal)	\$100.00	\$100.00	
High School	Wildlife	Hunter Ed (not mandatory)	\$5.00	\$5.00	
High School	Wildlife	Boater Ed (not mandatory)	\$11.00	\$11.00	
High School	Fishing Club	Membership dues (jersey and t-shirt)	\$85.00	\$85.00	
High School	Fishing Club	Entry Fee for Tournaments	\$150.00-\$360.00 per tournament	\$150.00-\$360.00 per tournament	
High School	National Honor Society	Chapter Dues	\$20.00	\$20.00	
High School	Theater Arts	Thespian Dues (not mandatory)	\$30.00	\$30.00	
High School	Theater Arts	For UIL One Act Play only - t-shirt	\$20.00	\$20.00	
High School	Cosmetology	State Exam Fee	\$122.00	\$122.00	Kits provided; reimbursed for state exam when student passes
High School	Machining and Construction	State and National Dues	\$16.00	\$16.00	
Junior High	Cheer		\$550.00	\$412.00	

Student Fees comparison 2021-2022/2022-2023

Campus	Organization	Item/reason	2021-2022 fees	2022-2023 Proposed Student Fees	Comments
Junior High	FFA	8th grade dues	\$17.00	\$17.00	
Junior High	FFA - 7th grade Dues	7th grade dues	\$5.00	\$5.00	
Junior High	Choir	T-shirts	\$10.00-\$15.00	\$10.00-\$15.00	
Piney Woods	Choir	T-shirts	\$10.00-\$15.00	\$10.00-\$15.00	

CHEER Cost

Year	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Total Cost	\$1,002		\$1300	\$1100	\$276	\$669

Total Cost includes:

Camp

Camp clothes

Uniform

Camp costs vary due to on-site vs. off-site.

2019-20 Camp was off-site and cost \$440. This cost includes hotel, meals, camp (routines, music, dances, stunts)

2020-21 Camp was on-site and cost \$235. This cost included snacks, awards, routines, music, dances, stunts)

2021-22 Camp was on site and cost \$160. This was much cheaper due to the routines learned at the 20-21 camp were not used because we did not have pep rallies that year due to COVID. All music, routines and dances learned from that previous year - were able to be used; therefore, the 2021-22 camp consisted of learning stunts. Because of Mrs. Whaley expertise and knowledge in this field - she was able to provide most of the instruction and did not have to hire as many outside coaches to assist.

The 2022-23 camp will be off-site and cost \$500. The cost includes hotel, meals, camp (routines, music, dances, stunts). Because Mrs. Whaley will not be the cheer sponsor and it has not been determined who the cheer sponsor will be and what their level of expertise will be - Mrs. Whaley wanted to make sure the cheerleaders went to camp that provided all of what they will need for the upcoming school year.

Looking at past costs - we have dramatically reduced the cost of Cheer. Last year was an exception on cost as explained above and this was the first year the district picked up the cost of the uniforms. In the past - no one has been in charge of overseeing or monitoring these costs. We now have this person in place (Director of Student services).

In talking to Mrs. Whaley - she stated this year was the most diverse that try-outs had been.

I also asked her if she had any students tell her they were not trying out because of cost. She stated no. I also asked her if any student and parent had shown up to the mandatory parent

meeting and then did not try out because of cost. She said no - the ones who have decided not to try out are because of how many others were trying out and felt they would not make it. She said that she had told a few girls they should try out for cheer and they stated their parents were not going to pay the money. She told them they needed to try out anyway and we would figure the money part out. The team members do get sponsorships and payment plans are offered.

Campus	Department/Club/Activity	Dues/Participation Fee	Item	Cost
High School				
BAND STUDENT				
<i>Students are offered a payment plan to help with the cost of items.</i>				
<i>These include all students involved in the band program: wind students, color guard students, percussion students</i>				
All required items can be purchased ONE TIME throughout their 4 years in high school. If they grow out or lose them, they can re-purchase additional.				
If they already own the items, they do not need to purchase them again the next year. The Boosters help off-set costs				
Required Items				
	All Band	Purchased on webstore individ.	Red Splendor Band Shirt	\$10.00
	All Band	Purchased on webstore individ.	Black Splendor Band Shorts	\$12.00
	All Band	Purchased on webstore individ.	Black Jogger Band Pants	\$20.00
	All Band	Purchased on webstore individ.	Grey Splendor Band cap	\$12.00
	All Band	Purchased wholesale, Bandshoppe	MTX Crossover Marching Shoes	\$55.00
	Band, no color guard	Purchased wholesale, Swicegood	Band Instrument Flip Folder	\$10.00
	Band, no color guard	Purchased wholesale, Swicegood	Band Instrument Lyre	\$10.00
			Total for a first-year band student	\$129.00
			<i>(needing all new items)</i>	9
Additional Items				
	Percussionists	Percussion Only	Concert Sticks	\$10.00
	Percussionists	Percussion Only	Marimba Mallets	\$50.00
	Percussionists	Percussion Only	Stick and Mallet Bag	\$20.00
	Color Guard	Color Guard Only	Outfit, hair, and makeup (boosters help offset)	\$250.00
			Total for a first-year percussionist	\$209.00
			Total for a color guard student yearly	\$304.00
	Leadership Team	Leadership Team Only (if selected)	SASI Leadership Camp Fee (boosters help offset)	\$140.00
CHEER				
	JV Required	@Moody Gardens 6/27-6/30; covers cost of camp and breakfast/snacks/drinks provided by SHS	Camp	\$500.00
			Bow (required for 1st year or if lost during the previous season)	22.00
			Practice Wear (sports bra)	40.28
			Practice Wear (tank)	46.64

SISD Student Fees listing 2022-2023

Campus	Department/Club/Activity	Dues/Participation Fee	Item	Cost	
<p>Cheerleaders are allowed to seek out additional sponsorships to help in covering the total costs of the program</p>			Practice Wear (hotpants)	29.68	
			Practice Wear (2 tshirts from Gandy Ink)	30.10	
			Total	\$669	
	Varsity Required	@Moody Gardens 6/27-6/30; covers cost of camp and breakfast/snacks/drinks provided by SHS	Camp	\$500.00	
			Bow (required for 1st year or if lost during the previous season)	\$22.00	
			Practice Wear (sports bra)	40.28	
			Practice Wear (tank)	46.64	
			Practice Wear (hotpants)	29.68	
			Practice Wear (2 tshirts from Gandy Ink)	30.10	
			Total	\$669	
		Mascot Required	@Moody Gardens 6/27-6/30; covers cost of camp and breakfast/snacks/drinks provided by SHS	Camp	10 \$500.00
				Practice Wear (sports bra)	40.28
			Practice Wear (tank)	46.64	
			Practice Wear (hotpants)	29.68	
			Practice Wear (2 tshirts from Gandy Ink)	30.10	
			Total	\$647	
DRILL/ Dance					
	HS Dance 1-4 classes	dance class t-shirt	Red Splendora Dance	\$25.00	
	Stars Dance Team	NOTE: Almost all clothing items are reused for multiple years so your cost the first year is higher and goes substantially down subsequent years on team.	<u>22-23 required performance and practice wear from Dance Fantastic - these are all personal items.</u>		
			#1811 Caramel Body Tight	\$22	
			#297 Underwire Uniform/Costume Bra	\$32	
			#SO495 Black Jazz Shoes	\$36	
			#SO495 Tan Jazz Shoes	\$36	

SISD Student Fees listing 2022-2023

Campus	Department/Club/Activity	Dues/Participation Fee	Item	Cost
<p>Stars Dance members raise sponsorships throughout the summer to help offset costs. Payment plans are broken down and offered to any one who needs assistance.</p>			Capezio Turning Point Shoe	\$28
			#7222 Black Interlock High Waist Short	\$28
			#7018 Black Interlock Ankle Pant	\$40
			Earrings and pony band	\$27
			Clear/White Hanging bag	\$15
			Fearless Jacket – gunmetal warm-up	\$57
			#081V Black/Silver Wind Short	\$18
			#081V Red/Silver Wind Short	\$18
			#1504V Tank Black-Gunmetal w/screen	\$20
			#8803 Heather Stone Tank w/screen	\$16
			#222733 Red Space Dye Tank w/screen	\$32
			#1533 Racerback Tank White w/screen	\$16
			Bella red unisex V neck shirt	\$25
			TOTAL	\$466.00
			22-23 Varsity uniform, shoes, backpack	
			Team T-Shirts x 2	\$50.00
			Pep Rally/Basketball Game Uniform (top, bottoms, choker)	\$95.00
			Team Backpack and pom pony	\$105.00 ¹¹
			Team Under Armour Shoes	\$75.00
			Summer Technique Training Classes 1x per week	\$185.00
			TOTAL	\$510.00
			Camp/Contest/Sponsor \$	
			Contingent upon budget allotment from the district to cover contest registration fees and camp costs.Camp costs for 22-23 are covered.	This summer's camp has been paid for.
			TOTAL COST	\$976.00
	Clay Club			
		Participation	Jersey	\$65
FBLA				

SISD Student Fees listing 2022-2023

Campus		Department/Club/Activity	Dues/Participation Fee	Item	Cost
			Dues		\$15.00
FFA					
			State and National Dues		\$17.00
			Barn Fees - adjusted small animal fees from \$75 to \$50	Small Animals/ per animal	\$50.00
				Cattle / per animal	\$100.00
			Wildlife	Hunters Ed(not manditory)	\$5.00
				Boaters Ed(not manditory)	\$11.00
FISHING CLUB					
			membership	Anglers Jersey and Bass T-shirt	\$85.00
		<i>* Anglers choose which trail/trails they would like to fish. Booster club offsets some expenses.</i>			
			THSBA: 5 Tournaments w/partner	entry fees	\$210.00
			w/out partner	entry fees	\$360.00
			DETX: 5 Tournaments w/partner	entry fees	\$150.00
			w/out partner	entry fees	\$275.00
			YFL: 5 Tournaments solo	entry fees	\$275.00
			TESSA: 5 tournaments w/partner	entry fees	\$210.00
			w/out partner	entry fees	\$360.00
			SETX: 5 Tournament w/partner	entry fees	\$150.00
			w/out partner	entry fees	\$250.00
NATIONAL HONOR SOCIETY					
			Chapter Dues - Per Year **(see cover note)		\$20.00
THEATRE ARTS					
			Voluntary - Thespian Dues (one time fee)	Membership to International Thespian Society	\$30.00
		For UIL OAP ONLY	Mandatory - UIL One Act Play shirt	1 T-shirt	\$20.00
COSMETOLOGY					
			Intro Kits	Student does not get to keep kit	Provided
			Junior Kits	Student does not get to keep kit	Provided
			State Exam Fee (Reimbursed when Student passes)	"Will work with students with finacial hardships"	\$122.00

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SISD Student Fees listing 2022-2023

Campus	Department/Club/Activity	Dues/Participation Fee	Item	Cost
MACHINING AND CONSTRUCTION				
	SkillsUSA	State and National Dues		\$16.00
Junior High				
Ag/FFA				
		8th Grade FFA Dues		\$17.00
		7th Grade FFA Dues		\$5.00
SJH Cheerleading				
		Cheer Uniform	Sleeves	\$21.95
			Red briefs	\$25.95
			Red glitter bow (Amazon)	\$2.00
			White bow (Amazon)	\$2.00
			Camp wear (2)	\$151.63
			Camp	\$209.00
			TOTAL COST	\$ 412.53
				13
		Mascot	Red glitter bow (Amazon)	\$2.00
			White bow (Amazon)	\$2.00
			Camp wear (2)	\$151.63
			Jacket	\$124.95
			Joggers (amazon)	\$30.00
			Virtual Camp (Mascot)	\$109.00
			Total Cost	\$419.58
Dance				
	JH Dance 1 classes	dance class t-shirt	Red Splendor Dance	\$25.00
Choir				
		T-Shirt		\$10.00 - \$15.00
		Any miscellaneous fee for field trips	Student can participate in fundraisers	TBD
Piney Woods				
	Choir	Choir Shirt		\$10-\$15
	Choir	Any miscellaneous fee for field trips		

SUPERINTENDENT EVALUATION

1. Documentation. The Superintendent Evaluation Form below is completed by all board members and a Self Evaluation Form is completed by the Superintendent. Content/Inputs include:
 - o Part 1: Commitment to Future: Vision for Public Ed + Learner Profile
 - o Part 2: Strategic Direction Alignment: Beliefs/Principles and District Strategic Direction
 - o Part 3: Progress toward Desired Future: *Informative: Administrator Core Competencies, Annual Superintendent Operational Goals Progress*
 - o Part 4: Summary: Achievement and Development Spotlights
2. Analysis + Individual Meetings. Informal/individual meetings are set with each board member to answer specific questions, share insights and gather any detailed feedback to address prior to or during the *Evaluation Meeting*.

SUPERINTENDENT EVALUATION FORM

Superintendent: _____ **Review Period:** _____.

The purpose of the Annual Superintendent Evaluation Process is to gather feedback and facilitate discussions that advance the District's Strategic Direction.

As an esteemed leader in the community and head of our District, you are invited to share your insights and honest feedback in each of the 4 parts of this Evaluation Form. Ultimately, this evaluation's aim is to answer these key questions:

- *How well does leadership embody our greatest purpose?*
- *Is leadership making progress toward our desired future? If so, why? If not, why?*

You will have the opportunity to discuss and/or modify your thoughts throughout the process. In addition to your completion of this form, the process includes an individual meeting with the Superintendent to answer specific questions as well as a formal Evaluation Meeting to exchange thoughts with your fellow board members. Your final Evaluation Form will be shared with the Secretary at the end of the Evaluation Meeting.

In addition to circling a rating for each, we kindly ask that you are thoughtful and comprehensive in sharing your rationale and offering any insight to support improvement. Your valuable thoughts and this Evaluation are critical for us to continually improve our service to our students.

PART 1: COMMITMENT TO THE FUTURE <How well does leadership embody our greatest purpose?>

Our school district is committed to being an exemplary public education learning organization that provides an educational setting where every student is empowered to be: self motivated, confident, an adaptable learner, a critical thinker, and a productive citizen.

In partnership with districts across Texas, we are guided by the following principles described in the ***Vision for Public Education in Texas***: Digital Learning, High-Priority Learning Standards, Multiple Assessments, Community-Based Accountability, Organizational Transformation, and College & Career Readiness.

To activate this *Vision* and ensure our students are future-ready, we seek to continually assess our student’s progress using a variety of tools and adjust our learning environment to best meet their needs.

Rate the Superintendent’s commitment to the VISION FOR PUBLIC EDUCATION.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Superior

PART 2: STRATEGIC DIRECTION ALIGNMENT <How well does leadership embody our greatest purpose?>

To bring to life the Vision for Public Education in Texas in our district we developed a Strategic Direction that is unique to our community and students. In 2017 we adopted a District Vision, Mission, and a set of Principles to guide our day-to-day actions. With this foundation in place, a diverse group of community members and staff participated in an extensive strategic planning process that revealed the beliefs that call us to action and developed 3-5 year District Strategic Goals to advance our mission. This Strategic Direction and planning process are intended to exist as an inclusive, adaptive and living activity within the district.

Rate the Superintendent’s reflection of our BELIEFS + PRINCIPLES.

Student-Focused: We believe the greatest outcomes result when students come first. • Be accountable.
 • Live with integrity. • Focus on student needs

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Superior

Relationships: We believe positive and supportive relationships create the conditions for students to be advocates in their education. • Value each other.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Superior
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Culture: We believe a healthy, collaborative culture fosters exploration and innovation in a supportive environment.

- Ensure a safe physical, emotional, + social environment.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Superior
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Servant Leaders: We believe servant leaders and critical thinkers strengthen our community and democracy.

- Develop servant leaders

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Superior
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Learning: We believe all students deserve high-quality, engaging learning experiences that honor the potential in each student. • Create a dynamic learning environment.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Superior
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Rate the Superintendent's activation of our STRATEGIC DIRECTION.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Superior
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PART 3: PROGRESS TOWARD DESIRED FUTURE <Is leadership making progress toward our

desired future? Why or why not?>

To bring our long-term District Strategic Goals into focus, District Leadership develops Annual Superintendent Operational Goals. Although these goals are developed annually with milestones and evidence of progress, they are reviewed/discussed by District Leadership on a day-to-day basis to drive decision-making and prioritization.

There are many factors that can impact the success or failure of accomplishing a goal, including unanticipated events. The purpose of this Evaluation is to assess the progress made for each annual goal and identify points of success and failure as they relate to the following core competencies of the Superintendent.

As you evaluate performance for each goal consider both the evidence outlined in the [Annual Superintendent Operational Goals](#) as well as the [Administrator Core Competencies](#) listed below as informative in your assessment. Ultimately you are evaluating both the Superintendent's level of completion of set milestones as planned, as well as their ability to adapt the plan for the purpose of improving outcomes.

- **Instructional Leadership**: The Superintendent shall ensure that a coherent, aligned curriculum is developed and enacted to ensure student academic progress and growth. Further, the Superintendent shall ensure that multiple measures are in place to measure student performance, progress and growth. This domain includes Education Code 39.054 requirement "The Superintendent promotes improvement of the performance of students in the District through activities **such as** comparing disaggregated student performance results to state accountability standards and to prior year performance."
- **Personnel Management**: areas to include would be: demonstrate evidence of identifying staffing needs and personnel training for the 2020-2021 school year; attract and retain quality personnel and accentuate professional learning opportunities for all employees; recommend competitive personnel salary schedules and benefits prior to adoption of district budget; initiate long range plan for staffing relative to district growth; provide the Board of

Trustees with information regarding Human Resources department organization, roles and responsibilities, and ongoing updates with personnel items such as: hiring process, employee investigations, and incentive plans.

- Organizational Climate and Improvement: Ensure staff is consistently informed about local and state issues affecting public education and district operations; increase opportunities for staff involvement and growth opportunities that result in organizational improvement; continue to train all staff in Capturing Kids Hearts; focus on promotion of healthy, positive organizational climate
- Fiscal and Facilities Management: Areas to include would be: compliance with state and district requirements associated with the budget, tax rate, and accountability ratings related to fiscal management; development of a 5-10 year facilities plan; compliance with all bid laws and policies related to capital outlay expenditures during the school year; development of a capital improvement plan; reflect district goals and priorities in the overall budget; FIRST rating; maintain a three-month reserve (fund balance) as recommended by the state; (anything else the board would like to consider or add)
- District/Community Relations: expand district and campus websites, social media, and outreach efforts to engage students, parents and community members; implement multiple strategies to effectively communicate with and receive feedback from district stakeholders, both internally and externally; continue development and communication of the Splendora ISD Community-Based Accountability System; encourage and facilitate parent, business leader, and community member participation in committee work that contribute to the decision-making process and success of Splendora ISD; afford parents and other stakeholders multiple opportunities to support students
- Professional Growth and Development: ensure professional development aligns with district goals and priorities; (Supt.) participates in professional growth experiences that will increase the superintendent's knowledge and skills
- Superintendent/Board Communication: Develop indicators or measures of success that reflect the importance of appropriate communication, operational guidelines, and the working relationship of the Superintendent and Board of Trustees.
- Student Progress and Growth: ensure that barriers are removed that may prevent students from engaging in extra or co-curricular activities to promote every student being engaged in something; ensure instruction in all areas includes high-quality, well-designed learning experiences; promote and increase student participation in committees and opportunities that contribute to the decision-making process of the district; increase involvement of students in learning process; identify methods to increase student attendance;

PART 3: PROGRESS TOWARD DESIRED FUTURE (cont.)

Rate progress on Annual Goal #1:

Develop collaborative organizational systems and processes that embed district beliefs and ensure continuity for strategic direction. (related to [Personnel Management](#))

Unacceptable

Below Expectations

Meets Expectations

Above Expectations

Superior

Rate progress on Annual Goal #2:

Advance opportunities for student-led or student-created work across all content areas.
(related to [Student Progress and Growth](#))

Unacceptable

Below Expectations

Meets Expectations

Above Expectations

Superior

Rate progress on Annual Goal #3:

Develop and deliver a district philosophy and plan for digital learning. (related to [Instructional Leadership](#))

Unacceptable

Below Expectations

Meets Expectations

Above Expectations

Superior

Rate progress on Annual Goal #4:

Onboard a systemic communication feedback loop that gathers and responds to real-time community (student, staff, parent, etc) voice. (related to [District/Community Relations](#))

Unacceptable

Below Expectations

Meets Expectations

Above Expectations

Superior

Rate progress on Annual Goal #5:

Establish a culture that promotes social, emotional and physical well-being for all.
(related to [Organizational Climate and Improvement](#))

Unacceptable

Below Expectations

Meets Expectations

Above Expectations

Superior

Rate progress on Annual Goal + #6:
Develop a clear plan for managing the impending growth of the district.
(related to Fiscal and Facilities Management)

Unacceptable

Below Expectations

Meets Expectations

Above Expectations

Superior

Rate progress on Annual Goal + #7:
Provide continuous updates to board on strategic initiatives and budget management.
(related to Superintendent/Board Communication)

Unacceptable

Below Expectations

Meets Expectations

Above Expectations

Superior

PART 4: SUMMARY

Please include a summary of your evaluation below as well as any additional feedback, guidance, or comments related to the Superintendent or their performance in the past year.

List the Superintendent's greatest strengths or achievements during the past year.

List the Superintendent's greatest areas for development or improvement for the next year.

Rate the Superintendent's level of performance during the past year based on their Strategic Direction alignment, Administrator Competencies exhibited, and Annual Goal progress.

Unacceptable

Below Expectations

Meets Expectations

Above Expectations

Superior
