

UNIFIED SCHOOL DISTRICT NO. 113  
Board of Education office  
1619 South Old HWY 75  
Sabetha Kansas 66534

**Preparing Kids, Shaping the Future**

Agenda Monthly Board Meeting, Monday, September 8, 2025 6:00 PM

To be held at the Board of Education Office, 1619 S. Old Hwy 75, Sabetha, KS 66534.

1. Call Meeting To Order
2. Approve Agenda As Presented Or Amended
3. Public comment: **READ BY BOE PRESIDENT:**

*The board appreciates patrons taking time to talk to us about our policies and procedures. We are setting aside this time to hear from the public. Your comments should be directed towards board policies or the procedures our administrators establish to carry out those policies.*

*This is not an appropriate time or place for patrons to make comments of a personal nature about any district employee or student. Persons making comments which violate the privacy rights of district employees and students will be asked to stop speaking or cease their remarks. If a patron or parent has a concern with one or more employees, the board will refer that person to the appropriate administrator, and the board will follow up at a future meeting.*

*Persons speaking will be allowed three (3) minutes each to express their opinions. In cases where a large number of patrons have similar opinions, a single speaker should be chosen to represent the larger group.*

*Thank you for taking your time to discuss district business with the board.*

- Members of the Public
- Student Council
- PTO
- Site Council
- Booster Club
- PHEA
- USD 113 Foundation
- Legislative Update
- Other Student Groups

4. Administrative Reports:

Whitney McGinnis - Axtell  
Nate Bauman - SHS  
Matt Garber - SMS  
Andrew Lillie - SES  
Lisa Suhr

5. Consent Agenda
  - Approve Minutes from August, 2025
  - Approve Financial Reports:

- APS
  - SHS
  - SMS
  - SES
  - USD #113
  - Approve payment of August bills for the amount of \$1,960,714.81
  - Approve August payroll for the amount of \$429,967.20.
  - Approve the following donations to SES Bluejay All Star program
    - \$100 from Anonymous
    - \$250 from Steiner Implement, inc.
  - Approve a \$500 donation from Invenergy Transmission, LLC playground upgrades at AES
  - Approve a \$210 donation from AWG/Save-A-Label to the Axtell school library
  - Resignations: Joe Claycamp, SHS custodian
  - Contracts: Jennifer Huntington - Axtell custodian - From 20 hours a week to full-time; SHS Assistant Tennis - Jenna Burger; SHS Head Baseball - Joseph Gruber; SHS SIT member - Malerie Manche; SMS Assistant Volleyball Heather Schremmer, Kim Schaeffer;
  - Approve the facility request form from Sabetha Youth Basketball Association
6. Discuss Capital Outlay mill levy
  7. Approve Supplemental General Fund (LOB) resolution
  8. Adopt the 2025-26 Budget
  9. Superintendent Report
    - A. Enrollment Preview
    - B. Superintendent Evaluation overview
    - C. Post office - Bill pay - ACH
10. Board Business
    - A. Response to public comment
    - B. Board Member recognition
    - C. - Walk and talk with the Superintendent/List of 5 people
  11. Adjourn

# Monthly Board Meeting

Monday, August 11, 2025 6:00 PM

Board of Education Office, 1619 S. Old Hwy 75, Sabetha, KS 66534

Attendance Taken at 6:00 PM. Phillip Buessing: Present, Todd Grimes: Present, Stan Keim: Present, Kathy Lippert: Present, Doug Renyer: Present, Jim Scoby: Present, Leslie Scoby: Present. Present: 7.

Also present were Superintendent Rob McKim, Board Clerk Deb Damman, and others listed on the attached sign-in sheet.

## 1. Call Meeting To Order

**Discussion:** President Leslie Scoby called the meeting to order at 6:00 p.m.

## 2. Approve Agenda As Presented Or Amended

**Discussion:** Add Jason Tynon to the consent agenda as the Axtell Jr. High school football coach.

### Action(s):

I move to adopt the agenda as amended. This motion, made by Kathy Lippert and seconded by Doug Renyer, Carried.

**Voting Summary:** Yea: 7, Nay: 0

## 3. Public Comment:

A. Members of the Public

B. Student Council

C. PTO

D. Site Council

E. Booster Club

F. PHEA

G. USD 113 Foundation

H. Legislative Update

I. Other Student Groups

**Discussion:** There were no public comments.

## 4. Administrative Reports:

**Description:** Whitney McGinnis - Axtell

Nate Bauman - SHS

Matt Garber - SMS

Andrew Lillie - SES

Lisa Suhr

**Discussion:** Lisa Suhr mentioned that all federal money has been released for 25-26.

## 5. Consent Agenda

### Description:

- Approve Minutes from
- Approve Financial Reports:
  - APS
  - SHS
  - SMS
  - SES
  - USD #113
- Approve payment of July bills for the amount of \$786,553.22.
- Approve July payroll for the amount of \$401,231.89.
- Approve a donation of \$13.50 from Box Tops for Education
- Approve a donation of \$17,102 from Greater Manhattan Community Foundation (GMCF), Science and Business Programs Support Fund, for new Fume hood in remodeled Science room.
- Approve a donation of \$52,852 from GMCF, Science and Business Programs Support Fund, for SHS Science rooms remodel.
- Approve the FY26 Legal Assistance Fund contract with Kansas Association of School Boards (KASB) at a cost of \$2,750.
- Approve the MHIT grant for FY26.
- Approve the Property/Workers Comp insurance rate quote from Saylor Insurance for \$412,902.
- Approve the 25-26 Health insurance rates from KEIT and BCBS
- Resignations: Kay Duncan SMS Ass't VB Coach, SMS Girls Head BB Coach, SHS Ass't Track Coach; Trevin Edelman, Ass't Golf Coach; Braden Plumlee, SMS Track; Aaron Duryea, Axtell Teacher, Axtell HS VB, Scholars Bowl, Head MS Track & Field;
- Contracts: Rhonda Hasenkamp, AHS Volleyball; Katelyn Lierz, SHS Kitchen; Josiah Richardson, Summer Help; Kayla Heinen, Axtell teacher, MS GBB Coach, MS Track & Field(H); Taylor Broxterman, AMS Volleyball

**Discussion:** Approved Consent Agenda:

Approve Minutes from Special Board Meeting July 9, 2025 and Monthly Board Meeting July 14, 2025

Approve Financial Reports:

- APS
- SHS
- SMS - financial were distributed at the meeting and are attached to these minutes
- SES
- USD #113

Approve payment of July bills for the amount of \$786,553.22.

Approve July payroll for the amount of \$401,231.89.

Approve a donation of \$13.50 from Box Tops for Education

Approve a donation of \$17,102 from Greater Manhattan Community Foundation (GMCF), Science and Business Programs Support Fund, for new Fume hood in remodeled Science room.

Approve a donation of \$52,852 from GMCF, Science and Business Programs Support Fund, for SHS Science rooms remodel.

Approve the FY26 Legal Assistance Fund contract with Kansas Association of School Boards (KASB) at a cost of \$2,750.

Approve the MHIT grant for FY26.

Approve the Property/Workers Comp insurance rate quote from Saylor Insurance for \$412,902.

Approve the 25-26 Health insurance rates from KEIT and BCBS

Resignations: Kay Duncan SMS Ass't VB Coach, SMS Girls Head BB Coach, SHS Ass't Track Coach; Trevin Edelman, Ass't Golf Coach; Braden Plumlee, SMS Track; Aaron Duryea, Axtell Teacher, Axtell HS VB, Scholars Bowl, Head MS Track & Field;

Contracts: Rhonda Hasenkamp, AHS Volleyball; Katelyn Lierz, SHS Kitchen; Josiah Richardson, Summer Help; Kayla Heinen, Axtell teacher, MS GBB Coach, MS Track & Field(H); Taylor Broxterman, AMS Volleyball; Jayson Tynon, AJH Football Coach

**Action(s):**

I move to adopt the consent agenda as presented. This motion, made by Kathy Lippert and seconded by Phillip Buessing, Carried.

**Voting Summary:** Yea: 7, Nay: 0

**6. Approve 25-26 Budget Code 99 for publication.**

**Action(s):**

I move to approve the 25-26 Budget Code 99 for publication. This motion, made by Kathy Lippert and seconded by Stan Keim, Carried.

**Voting Summary:** Yea: 7, Nay: 0

**7. Approve notice of :**

- **Hearing to exceed the Revenue Neutral Tax rate in the 25.26 school year for 5:40 p.m. Monday, September 8, 2025.**
- **25.26 Budget hearing for 5:50 p.m. Monday, September 8, 2025.**

**Action(s):**

I make a motion to approve hearings prior to the September 8 Board Meeting on September 8 for Revenue Neutral Tax at 5:40 p.m. and the Budget Hearing at 5:50 p.m. This motion, made by Kathy Lippert and seconded by Doug Renyer, Carried.

**Voting Summary:** Yea: 7, Nay: 0

**8. Superintendent Report:**

8.A. Facility project updates

**Description:** Mr. McKim provided updates on the following:

SMS

- Roof - windows - siding
- HVAC System controls

SHS

- Elevator (Lift)
- Science Rooms
- Kitchen floor
- Drain concerns
- Mercury Spill

Axtell

- Water damage
- Roof update
- 

8.B. Initial Capital Outlay plan

**Discussion:** The Board discussed the possibility of solar energy on building roofs in conjunction with the new roofs. Phillip Buessing and Todd Grimes mentioned that they thought it should be looked into.

8.C. Release of Federal Funds

**Discussion:** Federal Funds have been released for 25-26.

## 9. Board Business

### 9.A. Response to public comment

**Discussion:** President Scoby clarified that the GMCF holds the funds for the Sabetha Community Foundation. In the future, the agenda will refer to donations from the Greater Sabetha Community Foundation to eliminate confusion as to the source of the funds.

### 9.B. Board recognition

**Discussion:** Jim Scoby expressed thanks to the Sabetha Pharmacy for providing supplies to students.

Leslie thanked the Saylor for their donation for the science room.

## 10. Executive Session - Employer-Employee negotiations

### Action(s):

I move that we go into executive session for the purpose discussing employer-employee negotiations to include Superintendent McKim for 10 minutes, returning at 6:51. This motion, made by Kathy Lippert and seconded by Todd Grimes, Carried.

**Voting Summary:** Yea: 7, Nay: 0

I move to return to regular session. This motion, made by Kathy Lippert and seconded by Phillip Buessing, Carried.

**Voting Summary:** Yea: 7, Nay: 0

## 11. Approve Negotiated Agreement with Prairie Hills Education Association for the 25-26 school year.

### Action(s):

I move to approve the Negotiated Agreement as presented. This motion, made by Kathy Lippert and seconded by Stan Keim, Carried.

**Voting Summary:** Yea: 7, Nay: 0

## 12. Approve compensation package for USD 113 Administration

### Action(s):

I move to approve the compensation package for USD 113 Administration. This motion, made by Kathy Lippert and seconded by Jim Scoby, Carried.

**Voting Summary:** Yea: 7, Nay: 0

## 13. Executive Session: Discuss non-elected personnel - attorney/client privilege

### Action(s):

I make a motion that we go into executive session for attorney/client privilege for 10 minutes with district council and Superintendent McKim, returning at 7:01 p.m. This motion, made by Kathy Lippert and seconded by Doug Renyer, Carried.

**Voting Summary:** Yea: 7, Nay: 0

I make a motion to return to regular session. This motion, made by Kathy Lippert and seconded by Todd Grimes, Carried.

**Voting Summary:** Yea: 7, Nay: 0

I make a motion to return to executive session to discuss non-elected personnel under attorney/client privilege for 5 minutes, from 7:05 to 7:10 p.m. This motion, made by Kathy Lippert and seconded by Phillip Buessing, Carried.

**Voting Summary:** Yea: 7, Nay: 0

I make a motion to return to regular session. This motion, made by Kathy Lippert and seconded by Doug Renyer, Carried.

**Voting Summary:** Yea: 7, Nay: 0

#### **14. Adjourn**

**Discussion:** Meeting adjourned at 7:10 p.m.

**Action(s):**

I make a motion to adjourn. This motion, made by Kathy Lippert and seconded by Todd Grimes, Carried.

**Voting Summary:** Yea: 7, Nay: 0

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Board President

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Board Clerk



Unified School District No. 113, Nemaha County, Kansas.

**RESOLUTION FY26-2-9-7**

Be It Resolved that:

The above-named school board shall be authorized to make a Local Option Percentage in an amount of 33 percent for the 2025-2026 school year.

**CERTIFICATE**

THIS IS TO CERTIFY that the above Resolution was duly adopted by the board of education of Unified School District No. 113, Nemaha County, Kansas, on the 8<sup>th</sup> day of September, 2025.

\_\_\_\_\_  
Clerk of the Board of Education

# LOCAL OPTION BUDGET

**Resolutions to Adopt**

K.S.A. 72-5143



<b>HEAD COUNT ENROLLMENT</b>							
	<b>SES</b>	<b>SMS</b>	<b>SHS</b>	<b>Sabetha</b>	<b>WES</b>	<b>WHS</b>	<b>Wetmore</b>
2005-06	363	177	228	<b>768</b>	124	53	<b>177</b>
2006-07	361	187	223	<b>771</b>	128	55	<b>183</b>
2007-08	391	189	206	<b>786</b>	132	49	<b>181</b>
2008-09	386	170	226	<b>782</b>	132	56	<b>188</b>
2009-10	364	173	238	<b>775</b>	125	54	<b>179</b>
2010-11	363	178	231	<b>772</b>	124	57	<b>181</b>
2011-12	381	176	227	<b>784</b>	113	58	<b>171</b>
2012-13	397	181	238	<b>816</b>	110	60	<b>170</b>
2013-14	369	175	242	<b>786</b>	108	66	<b>174</b>
2014-15	353	188	242	<b>783</b>	119	61	<b>180</b>
2015-16	373	181	244	798	112	60	172
2016-17	361	174	245	780	111	50	161
2017-18	368	165	244	777	94	48	141
<b>2018-19</b>	<b>378</b>	<b>178</b>	<b>249</b>	<b>805</b>	<b>99</b>	<b>54</b>	<b>153</b>
2019-20	393	168	240	801	93	51	145
2020-21	385	164	232	781	96	42	138
2021-22	402	161	231	794	92	43	135
2022-23	394	166	232	792	90	34	124
2023-24	376	165	220	761			
2024-25	360	173	217	750			
2025-26	355	168	218	741			

<b>Axtell Elem.</b>	<b>AHS</b>	<b>Axtell</b>	<b>TOTAL</b>
		<b>203</b>	<b>1148</b>
		<b>200</b>	<b>1154</b>
		<b>189</b>	<b>1156</b>
		<b>190</b>	<b>1160</b>
		<b>194</b>	<b>1148</b>
		<b>168</b>	<b>1121</b>
		<b>166</b>	<b>1121</b>
		<b>178</b>	<b>1164</b>
		<b>176</b>	<b>1136</b>
		<b>181</b>	<b>1144</b>
140	63	203	1173
130	54	184	1125
125	49	174	1092
128	41	169	1127
122	42	164	1110
121	40	161	1080
115	43	158	1087
109	44	153	1069
118	47	165	926
114	49	163	913
119	42	161	902

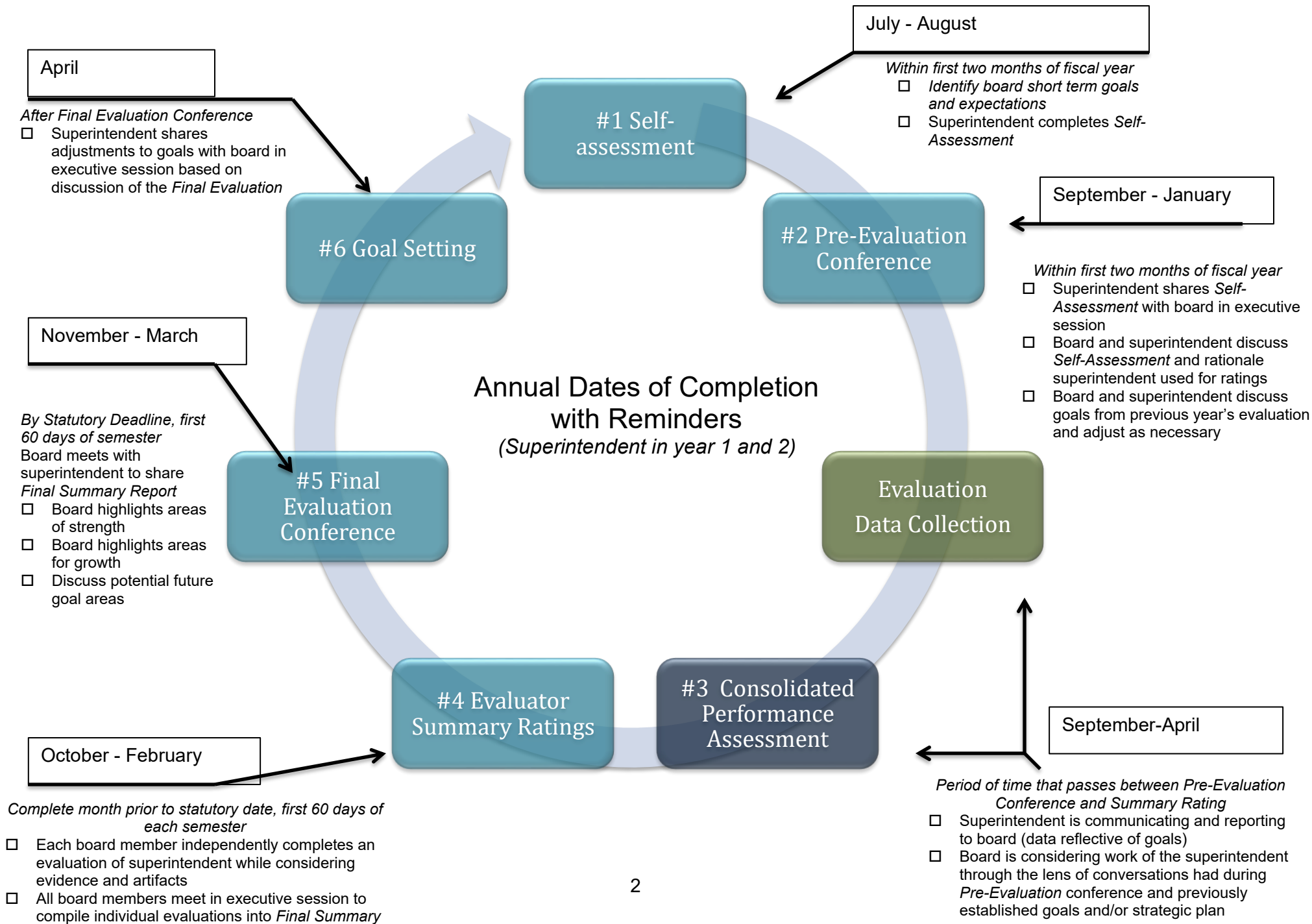
# Conversation-Driven Performance Evaluation

## Superintendent in Year 1 and 2

While conversations between boards and superintendents about performance and development should be frequent, this document ensures that a more formal, summary conversation takes place at least twice a year. These conversations provide boards of education and superintendents with an opportunity to reflect on expectations, the board-superintendent relationship, and overall performance.

### Process

- Adopt a board calendar that includes evaluation dates for the superintendent and board goals reflective of the strategic plan.
- Before September 1, annually:
  - Superintendent enters **Superintendent** and **Board President** names, **School Year** and district/board specified **Goals** in the appropriate sections of the template.
  - The superintendent discusses proposed action plans/strategies for district goals with the board in an executive session.
  - Adjustments made following the conversation are incorporated into the superintendent's proposal and entered into the template under **Action Plan/Strategies**.
- Within the first 60 days of each semester:
  - The superintendent completes the **Results** portion of each goal area and, in an executive session with the board, discusses progress on goals, utilizing the **Conversation Prompts** in the template to focus the conversation.
  - Following the meeting with the superintendent, the board will meet in executive session to complete the Overall Performance Rating and identify strengths, areas for growth/development, and unique strengths in the **Summary Assessment/Next Steps** section provided on the template.
  - Once the board has completed the summary, another executive session is scheduled, and the board reviews the summary with the superintendent. The form is signed and placed on file as documentation of the required superintendent evaluation. The **Review Date** is entered on the date of this final summary conversation.



## Annual Dates of Completion with Reminders

Month - Activity	Superintendent in Year 1	Superintendent in Year 2	Superintendent in Year 3 and Beyond
July	<b>Goal Setting – Pre-Evaluation Conference</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Identify board short term goals and expectations with new board team.</li> </ul>	<b>Self-Assessment – Within first two months of fiscal year</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Superintendent completes self-assessment and shares with board in executive session</li> <li><input type="checkbox"/> Board and superintendent discuss Self-Assessment and rationale superintendent used for ratings</li> </ul>	<b>Data Collection and Communication</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Superintendent is communicating and reporting to board (data reflective of goals)</li> </ul>
August	<b>Self-Assessment – Within first two months of fiscal year</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Superintendent completes self-assessment and shares with board in executive session</li> <li><input type="checkbox"/> Board and superintendent discuss Self-Assessment and rationale superintendent used for ratings</li> <li><input type="checkbox"/> Board and superintendent discuss goals from previous year's evaluation and adjust as necessary</li> </ul>	Board and superintendent discuss goals from previous year's evaluation and adjust as necessary	Board is considering work of the superintendent through the lens of conversations had during <i>Pre-Evaluation</i> conference and previously established goals and/or strategic plan
September	<b>Data Collection and Communication</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Superintendent is communicating and reporting to board (data reflective of goals)</li> <li><input type="checkbox"/> Board is considering work of the superintendent through the lens of conversations had during <i>Pre-Evaluation</i> conference and previously established goals and/or strategic plan</li> </ul>	<b>Data Collection and Communication</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Superintendent is communicating and reporting to board (data reflective of goals)</li> </ul> Board is considering work of the superintendent through the lens of conversations had during <i>Pre-Evaluation</i> conference and previously established goals and/or strategic plan	
October			
November	<b>Summary Review – First 60 Days of School</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Each board member independently completes an evaluation of superintendent while considering evidence and artifacts</li> </ul>	<b>Summary Review – First 60 Days of School</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Each board member independently completes an evaluation of superintendent while considering evidence and artifacts</li> </ul>	<b>Final Summary Review – Second 60 Days of 2<sup>nd</sup> Semester</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Decide a consensus rating for section 1 and 2</li> <li><input type="checkbox"/> Board highlights areas of strength</li> <li><input type="checkbox"/> Board highlights areas for growth</li> </ul>

	<input type="checkbox"/> All board members meet in executive session to compile individual evaluations into <i>Final Summary Report</i>	All board members meet in executive session to compile individual evaluations into <i>Final Summary Report</i>	<input type="checkbox"/> Discuss potential future goal areas Consensus of each area is key to a successful evaluation.
December	<b>Data Collection and Communication</b> <input type="checkbox"/> Superintendent is communicating and reporting to board (data reflective of goals) Board is considering work of the superintendent through the lens of conversations had during <i>Pre-Evaluation/Summary Review</i> in November conference and previously established goals and/or strategic plan	<b>Data Collection and Communication</b> <input type="checkbox"/> Superintendent is communicating and reporting to board (data reflective of goals) Board is considering work of the superintendent through the lens of conversations had during <i>Pre-Evaluation/Summary Review</i> in November conference and previously established goals and/or strategic plan	<b>Goal Setting for Year 3</b> Superintendent shares adjustments to goals with board in executive session based on discussion of the Final Evaluation
January			<b>Self-Assessment – Within first two months of fiscal year</b> <input type="checkbox"/> Superintendent completes self-assessment and shares with board in executive session <input type="checkbox"/> Board and superintendent discuss Self-Assessment and rationale superintendent used for ratings Board and superintendent discuss goals from previous year’s evaluation and adjust as necessary
February			
March			<b>Data Collection and Communication</b> <input type="checkbox"/> Superintendent is communicating and reporting to board (data reflective of goals) Board is considering work of the superintendent through the lens of conversations had during <i>Pre-Evaluation</i> conference and previously established goals and/or strategic plan
April	<b>Final Summary Review – Second 60 Days of 2<sup>nd</sup> Semester</b> <input type="checkbox"/> Decide a consensus rating for section 1 and 2 <input type="checkbox"/> Board highlights areas of strength <input type="checkbox"/> Board highlights areas for growth <input type="checkbox"/> Discuss potential future goal areas Consensus of each area is key to a successful evaluation.	<b>Final Summary Review – Second 60 Days of 2<sup>nd</sup> Semester</b> <input type="checkbox"/> Decide a consensus rating for section 1 and 2 <input type="checkbox"/> Board highlights areas of strength <input type="checkbox"/> Board highlights areas for growth <input type="checkbox"/> Discuss potential future goal areas Consensus of each area is key to a successful evaluation.	
May	<b>Goal Setting for Year 2</b> <input type="checkbox"/> Superintendent shares adjustments to goals with board in executive session based on discussion of the Final Evaluation	<b>Goal Setting for Year 3</b> Superintendent shares adjustments to goals with board in executive session based on discussion of the Final Evaluation	
June			

# Superintendent Evaluation

<b>Superintendent</b>			
<b>Board President</b>			
<b>School Year</b>		<b>Review Date(s)</b>	

\_\_\_\_\_  
Superintendent Signature

\_\_\_\_\_  
Board President Signature

## Section 1 - District Leadership Metrics

Reflect on your district's strategic plan or board goals for the superintendent (short-term goals and expectations). The performance goals should be jointly developed by the board and superintendent. Each goal should have an impact on student success.

<b>Section 1 – District Leadership</b>	<b>Step # 1- Goals for current school year for Section 1 that includes Communication, Leadership, and Allocation of Resources (Board and Superintendent)</b>	
<b>District Goal</b>	<b>Evidence and Artifacts</b>	
<b>Area 1: Communication</b> The Superintendent will:	<b>Step #2 - Self-Assessment (Superintendent Only)</b>	<b>Step #3 - Summary Evaluation (Board and Superintendent)</b>
develop relationships and demonstrate engagement with all stakeholders		

provide effective communication and transparency		
advocate for all student learning		
create sustainable community engagement to provide input for district vision and strategic plan		
	<b>Step #4 - Summary Communication Rating (Board)</b>	
	___ Exceeds Expectations	___ Meets Expectations
	___ Partially Meets Expectations	___ Does Not Meet Expectations
<b>District Goal</b>	<b>Evidence and Artifacts</b>	
<b>Area 2: Leadership</b> The Superintendent will:	<b>Step #2 - Self-Assessment (Superintendent Only)</b>	<b>Step #3 - Summary Evaluation (Board and Superintendent)</b>
model a clear vision of student success		
develop a responsive culture of learning for students and staff		
ensure all decisions are done ethically and provide equitable outcomes		
empower and build capacity for instructional leadership to drive change and improvement		
	<b>Step #4 – Summary Leadership Rating (Board)</b>	
	___ Exceeds Expectations	___ Meets Expectations
	___ Partially Meets Expectations	___ Does Not Meet Expectations
<b>District Goal</b>	<b>Evidence and Artifacts</b>	
<b>Area 3: Allocation of Resources</b> The Superintendent will:	<b>Step #2 - Self-Assessment (Superintendent Only)</b>	<b>Step #3 - Summary Evaluation (Board and Superintendent)</b>

demonstrate a thorough understanding of the budget		
provide recommendations to the board for policies that reflect district goals		
prioritize district facility improvements that support learning and safety		
collect data and use needs assessments to reflect on the expected growth from the strategic plan		
	<b>Step #4 – Summary Allocation of Resources Rating (Board)</b>	
	<input type="checkbox"/> <b>Exceeds Expectations</b>	<input type="checkbox"/> <b>Meets Expectations</b>
	<input type="checkbox"/> <b>Partially Meets Expectations</b>	<input type="checkbox"/> <b>Does Not Meet Expectations</b>

## Section 2 - Performance Metrics

Reflect on your district's strategic plan or board goals for the superintendent (short-term goals and expectations). The performance goals should be jointly developed by the board and superintendent. The board shall assist in the development of what the short-term goal(s) will be, and the superintendent shall assist how the goal will be achieved. Each goal should have an impact on student success.

Performance Goals		
<b>Goal<sup>1</sup></b> <i>Note: Put each goal in a separate row, adding more rows as needed. If desired, the most important goals can be put in bold.</i>	<b>Action Plan/Strategies</b>	<b>Results</b>
(BOE and Superintendent)	(Superintendent and BOE)	(Superintendent)
<b>Conversation Prompts:</b> <ol style="list-style-type: none"> <li>1. What progress/growth/success has occurred related to this goal?</li> <li>2. If there was no progress on the goal, what factors caused a lack of progress?</li> <li>3. What other strategies can be tried to increase the likelihood of improvement in this area?</li> <li>4. Who or what other resources can be utilized for continued support?</li> <li>5. What resources or support from the board will advance this goal?</li> </ol>		
<b>Summary Assessment/Next Steps</b>		

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<b>____ Exceeds Expectations</b>	<b>____ Meets Expectations</b>
<b>____ Partially Meets Expectations</b>	<b>____ Does Not Demonstrate Expectations</b>
<b>1. What are 1-3 notable areas of strength?</b> a. b.	
<b>2. What are 1-3 areas necessitating growth or improvement?</b> a. b. <b>3.</b>	
<b>4. Identify action steps from section 1 and 2 for the superintendent to address in the upcoming evaluation cycle.</b>	

## Evaluation Resources

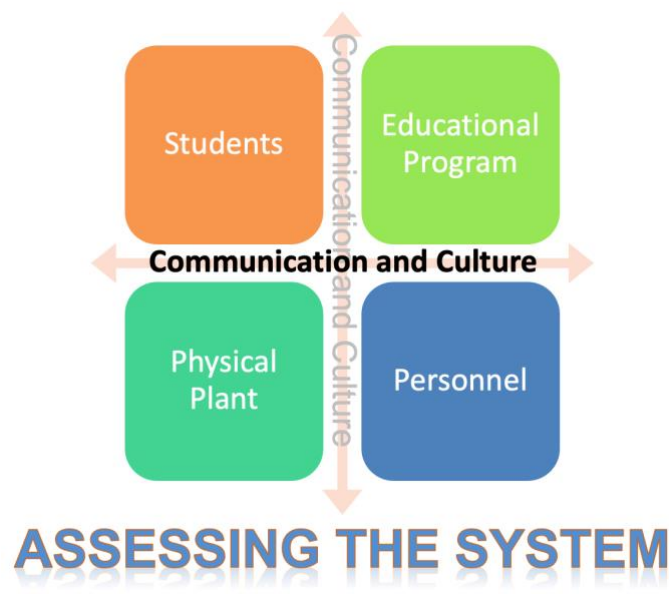
The superintendent and the board of education should use the following resources to support the evaluation process.

### Rating Scale

Exceeds	Superintendent consistently and significantly exceeded competence on standard(s) of performance.
Meets	Superintendent surpasses competence on standard(s) of performance most of the time.
Partially Meet	Superintendent demonstrated adequate growth toward achieving standard(s) during the period of performance, but competence was not shown on all standards of performance.
Does Not Demonstrate	Superintendent did not demonstrate competence or adequate growth toward the standard(s) of performance.

### Assessing The System

Review of these five district systems will assist the board with aligning district goals and long-range plan goals to the superintendent evaluation and review of results.



Reflect on your current district strategic plan and board goals. Do your student success goals align with policies impacting these systems?

1. Student
2. Educational Program
3. Personnel
4. Physical Plant

How will the superintendent's goals have a positive impact on Communication and Culture?

## Frequently Asked Questions:

Q: How do we communicate the process to our school community?

A:

Q: Where do we get started if we do not have a current evaluation process?

A:

Q: What is the value of consensus when reflecting on evaluation?

A:

Q: Who leads the superintendent evaluation process?

A:

Q: How do we document everyone's feedback on the performance?

A:

Q: What do we do if we do not have a current strategic plan?

A:

Q: How should we align our evaluation timeline with the board calendar?

A:

Q: How and when should we train our new board members on the process?

A:

Q: When is the best time to start the evaluation process?

A:

Q: How much time does it take to have a superintendent evaluation based on growth?

A:

Q: How do we get everyone to agree on the evaluation rating prior to the process?

A:

Q: Should the board gather feedback from other stakeholders?

A:

Q: When is a good time to change our current evaluation process?

A:

Q: What format is the evaluation process in?

A:

**Tutorial:**