

## Record of Board Proceedings (Minutes)

The Metcalfe County Board of Education met at 709 West Stockton Street on Thursday, June 16, 2022, at 4:30PM for a special called meeting. The following members were present:

1) Joey Shive 2) Donnie Perry 3) John Caffee 4) Robin McMurtrey 5) Tim Brown

Present – Superintendent

Absent - Board Attorney

**1) Call to Order**

Chairman Joey Shive called the meeting to order. Donnie Perry led the invocation.

**2) Recognition**

None

**3) Superintendent Report**

None

**4) Consent Items**

None

**5) Action Items**

**5A. Consider Evaluation of Superintendent Josh Hurt (see attached)**

➤ At 4:39pm, John Caffee made a motion to enter closed session to discuss the Evaluation of Superintendent Josh Hurt, seconded by Tim Brown, with the voting as follows:

Joey Shive – yes, John Caffee-yes, Robin McMurtrey-yes, Donnie Perry-yes, Tim Brown-yes

➤ John Caffee made a motion to approve the Evaluation of Superintendent Josh Hurt, seconded by Tim Brown, with the voting as follows:

Joey Shive – yes, John Caffee-yes, Robin McMurtrey-yes, Donnie Perry-yes, Tim Brown-yes

➤ At 4:42pm, Tim Brown made a motion to return to open meeting, seconded by Robin McMurtrey, with the voting as follows:

Joey Shive – yes, John Caffee-yes, Robin McMurtrey-yes, Donnie Perry-yes, Tim Brown-yes

**6) Board Discussion**

None

**7) Public Comment**

None

**8) Adjourn**

➤ John Caffee moved to adjourn, seconded by Donnie Perry, with the voting as follows:

Joey Shive – yes, John Caffee-yes, Robin McMurtrey-yes, Donnie Perry-yes, Tim Brown-yes

Metcalfe County Board of Education

  
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Joey Shive, Chairman

  
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Josh Hurt, Secretary



# Mr. Josh Hurt

## Superintendent Evaluation- June 2022

### **Standard 1: Strategic Leadership – Accomplished**

**The Superintendent leads the development and implementation of district vision, mission and goals while creating conditions to ensure that every student graduates high school with the knowledge and skills necessary to be successful in the 21st century.**

*The education realm has faced some difficult times in the past 2 years. The board feels that Mr. Hurt has continued to go above and beyond what is expected for the students of Metcalfe County Schools. Mr. Hurt has met with district leaders and staff to generate ways to prepare students for the future. He sees that staff are provided with professional development opportunities to work with students in any capacity necessary.*

*Mr. Hurt continues to seek input from staff and stakeholders by sending out a survey (Leadership Practices Inventory of The Leadership Challenge). He then takes the information and plans ways he can improve. According to the results, the staff feels supported and valued by Mr. Hurt.*

### **Standard 2: Instructional Leadership - Accomplished**

**The Superintendent supports and builds a system to effectively use district resources and research-based best practices for curriculum, instruction and assessment in reducing achievement gaps and continuously improving teaching, learning, and student achievement.**

*Mr. Hurt is a member of several cohorts and organizations in which he meets regular to work on best practices. He is trusted by his superintendent peers and has led meetings spotlighting the work of Metcalfe County Schools. Mr. Hurt takes what he has learns from others and works hands on with the building leadership throughout the district. He continues to keep all stakeholders focused on student learning. In a world of technology, Mr. Hurt sees that every student has access to a device and internet service if required. He continues to strive to keep leadership focused on instructional practices. Mr. Hurt continuously searches for solutions to target gap areas and improve student learning and provide learning opportunities for every student.*

### **Standard 3: Cultural Leadership – Exemplary**

**The Superintendent understands the history, tradition and multicultural differences of the district. S/he empowers all stakeholders to assist in shaping district culture and climate as they support efforts to improve teaching and learning for all.**

*The board continues to be pleased with the climate and culture of our district. Teachers and staff have been under a tremendous amount of stress this past school year. Mr. Hurt continues to look for ways to encourage and promote positivity. The staff of the district continue to feel safe, valued, and feel that Mr. Hurt is approachable if there is an issue.*

*Mr. Hurt has immersed himself in the community and knows the value of building strong relationships. He attends community events and encourages other school personnel to do the same. He takes great pride in knowing people on an individual level and is genuinely concerned with others wellbeing. The board feels he is a true leader that is willing to pitch in and take part in any task or endeavor for the overall benefit of the school and/or district.*

### **Standard 4: Human Resources Leadership – Accomplished**

**The Superintendent leads the district in developing professional learning communities among a highly effective and diverse staff. S/he assists in the planning of professional development opportunities for all staff and develops and implements an effective staff performance evaluation system. If applicable, the Superintendent provides technical advice to the Board to administer and negotiate labor contracts.**

*Due to ever changing guidelines and policies from the state, the school board feels this is a very difficult standard. Mr. Hurt continues to work on staffing in a time where there is a great shortage of candidates. Mr. Hurt has worked with the district leadership team to write new policies and improve current policies. He has conversations with principals of how to be the most efficient and effective given the current staffing and looks for innovative ways to provide schools with additional assistance. Mr. Hurt is working with the board to provide ways to maintain current/veteran staff and is constantly searching for ways to recruit new teachers.*

### **Standard 5: Managerial Leadership – Accomplished**

**The Superintendent uses data analysis in budgeting, staffing and problem solving to make recommendations to the Board as they effectively and efficiently allocate resources and establish support systems for all district stakeholders.**

*Mr. Hurt continuously monitors the budget and is always searching for innovative ways to get the most out of every dollar. He studies the financial reports to find ways to save money and he seeks the advice of other superintendents and the board to do what is best financially for Metcalfe County Schools. He also monitors facilities, technology, safety, and energy plans. In his second year, he continues to be fair and has great communication. Mr. Hurt continues to meet with stakeholders to assure efficiency and he values the input of all stakeholders. The board is pleased with his efforts and dedication to work with others for the betterment of the district.*

### **Standard 6: Collaborative Leadership – Exemplary**

**The Superintendent maintains a positive relationship with Board members as they work together to establish community support for the district's goals through effective two-way communications with students, staff, parents, business representatives, government leaders, community members and the media.**

*The board is very pleased with the work of Mr. Hurt in this standard. Mr. Hurt is dedicated to maintaining a positive relationship with members of the board. Mr. Hurt sends board notes, reminder emails, and group messages to keep each member up to date and informed. Mr. Hurt also ensures that Metcalfe County Schools continues to have a leadership staff, both at the district and school level, excelling in many ways of collaborative leadership.*

*The community support for our school district is exceptional and Mr. Hurt is eager to remain involved. He continues to be a part of a local cover band to participate in community events and volunteers for many community events. He remains visible and invested in community and civic groups. The board feels this is highly important and we are confident that his efforts have led to the success of community support.*

## **Standard 7: Influential Leadership - Accomplished**

**The Superintendent uses his/her position in the district and community to work with local, state and federal officials to influence policies affecting the political, social, economic, legal, cultural and ethical governance of public education.**

*As the world of politics is forever changing, the board understands the importance of being knowledgeable of current policies and politics. The school board also understands this standard is forever changing and evolving. Mr. Hurt works with other superintendents, GRECC, and other leaders to stay informed of all new and changing educational policies. Mr. Hurt continues to stay in communication with state and national organizations.*

*For this standard the board is most pleased that Mr. Hurt continually models a professional code of moral and ethical standards, and demonstrates personal integrity. He explores and develops ways to find common ground in dealing with difficult and divisive issues. Mr. Hurt promotes the establishment of moral and ethical practices in every classroom, every school, and throughout the district.*

**The Metcalfe County School Board has been very pleased with the work and effort of Mr. Josh Hurt during his second year of his superintendency. We feel he has the students of Metcalfe County Schools as the focus of each of his decisions. We continue to feel he maintains complete integrity and works for the benefit of each student. We foresee Metcalfe County Schools moving forward in a positive manner.**