



# Pasco School District Superintendent Evaluation Training

August 13, 2024



## Training Session Topics

### Superintendent Evaluation

- Cycle Review
- Implementation Steps
- Evaluation Tool
- Focus Goals [October]

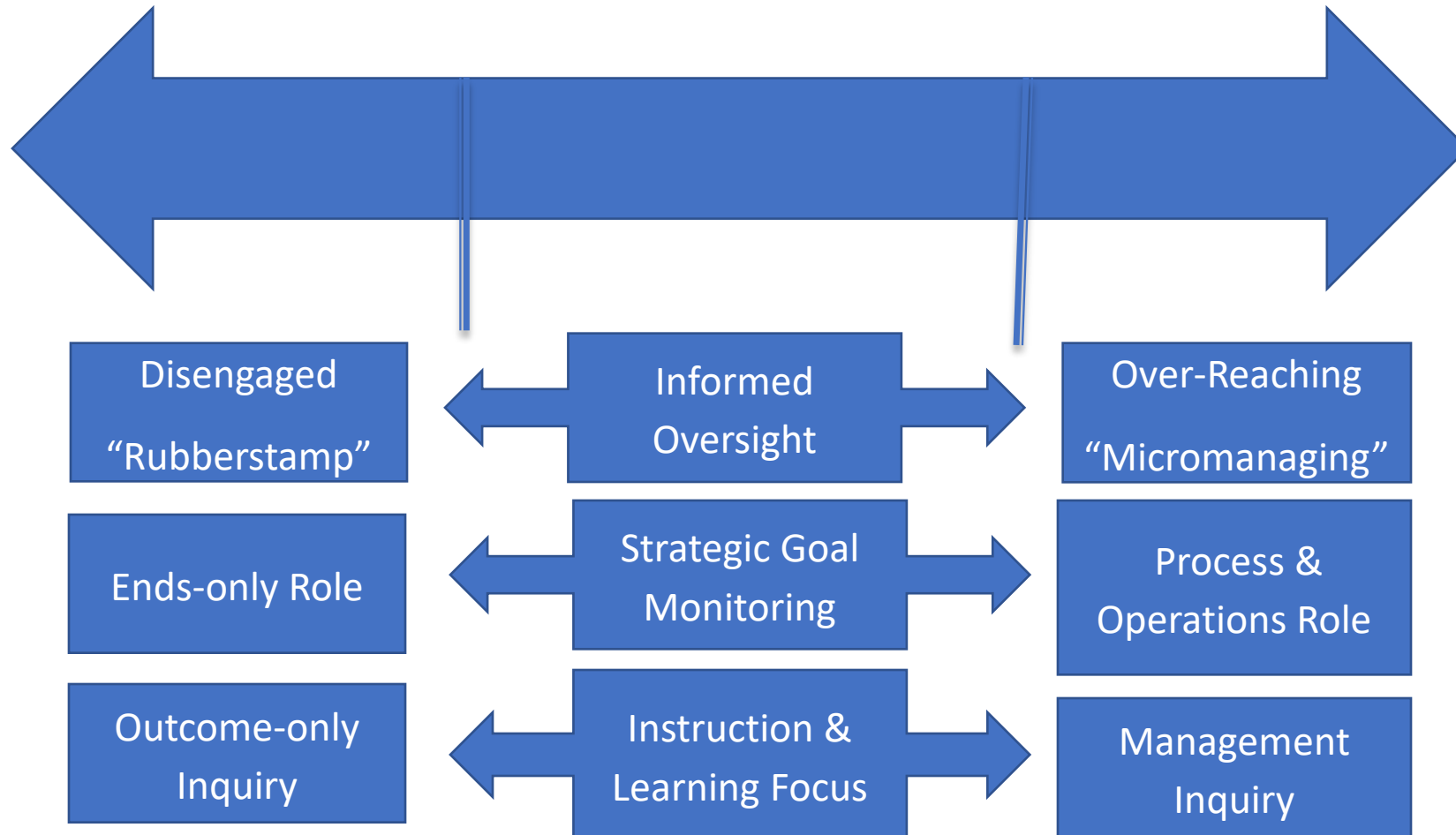
Balanced

Governance



# Balanced Governance

## Governance Continuum





# Effective Superintendent Evaluation

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Evaluation Philosophy



# Balanced Governance

## Precept #1: Focus on Student Learning

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- The Board operates from **strategic goals** focused on **student learning**.

Student learning is:

- A wholistic term
- Measured by diverse metrics
- Focused on growth in context



# Balanced Governance

## Precept #2: Systems Thinking

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- The Board supports and practices evaluation metrics that accept contextual impact, is not focused on a compliance mentality, and does not use delimiting approaches to improvement.

Evaluation of progress considers:

- Contextual factors
- Emphasizes continual growth
- Does not use compliance metrics



# Balanced Governance

## Precept #3: Role Boundaries

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- The Board operates through oversight by monitoring and evaluating based on progress on strategic goals.





# Balanced Governance Precept #4: Use of Authority

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The Board operates through collective authority and creates a **single consensus Board evaluation** rather than 5 individual evaluations.



# Balanced Governance Precept #5: Solution Focused

The Board supports evaluation procedures that focus on **growth** and continual learning.



# Balanced Governance Precept #6: Use of Data

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The Board supports procedures that use data to promote **continuous improvement** and accountability.



# Superintendent Evaluation Cycle/Timeline

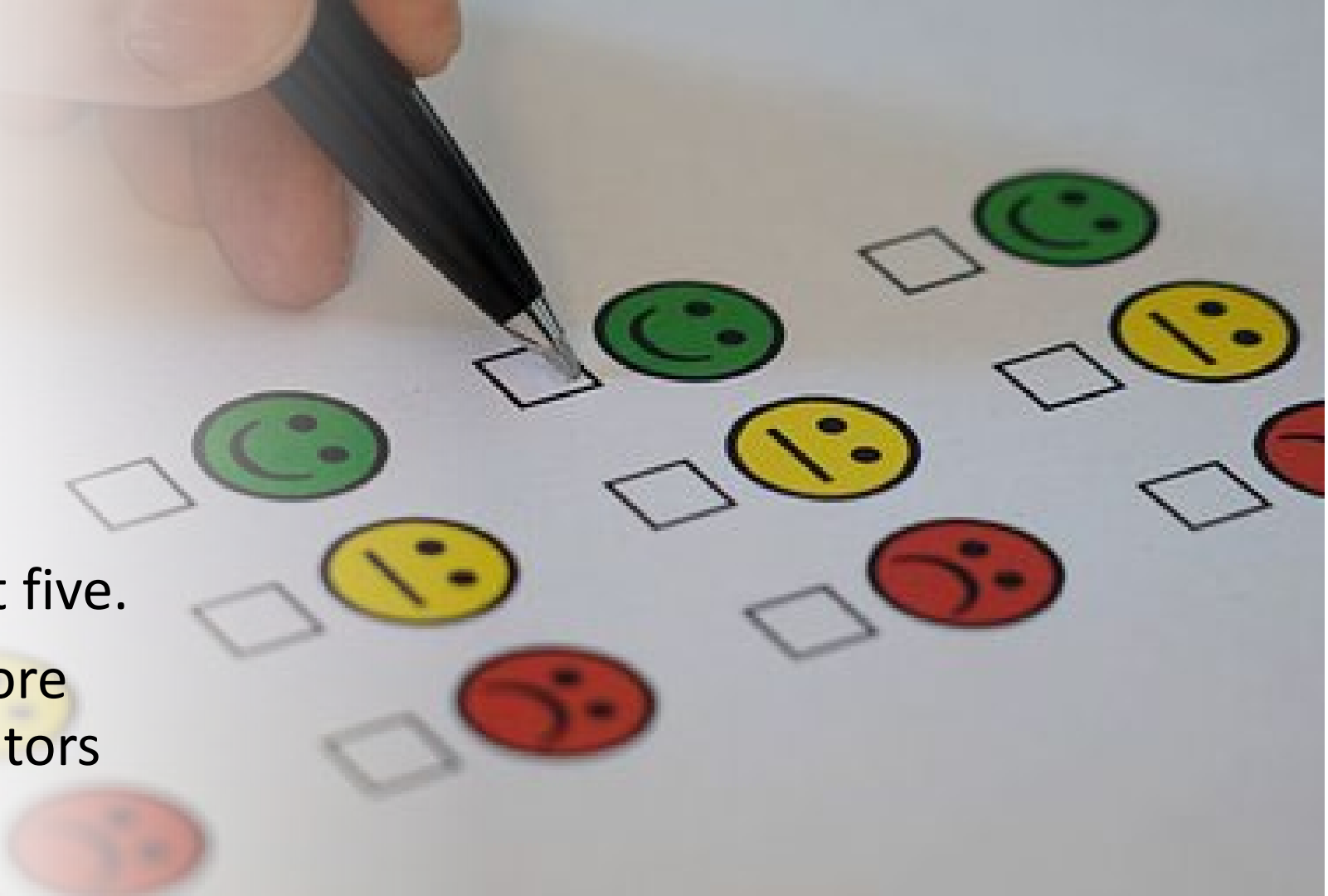


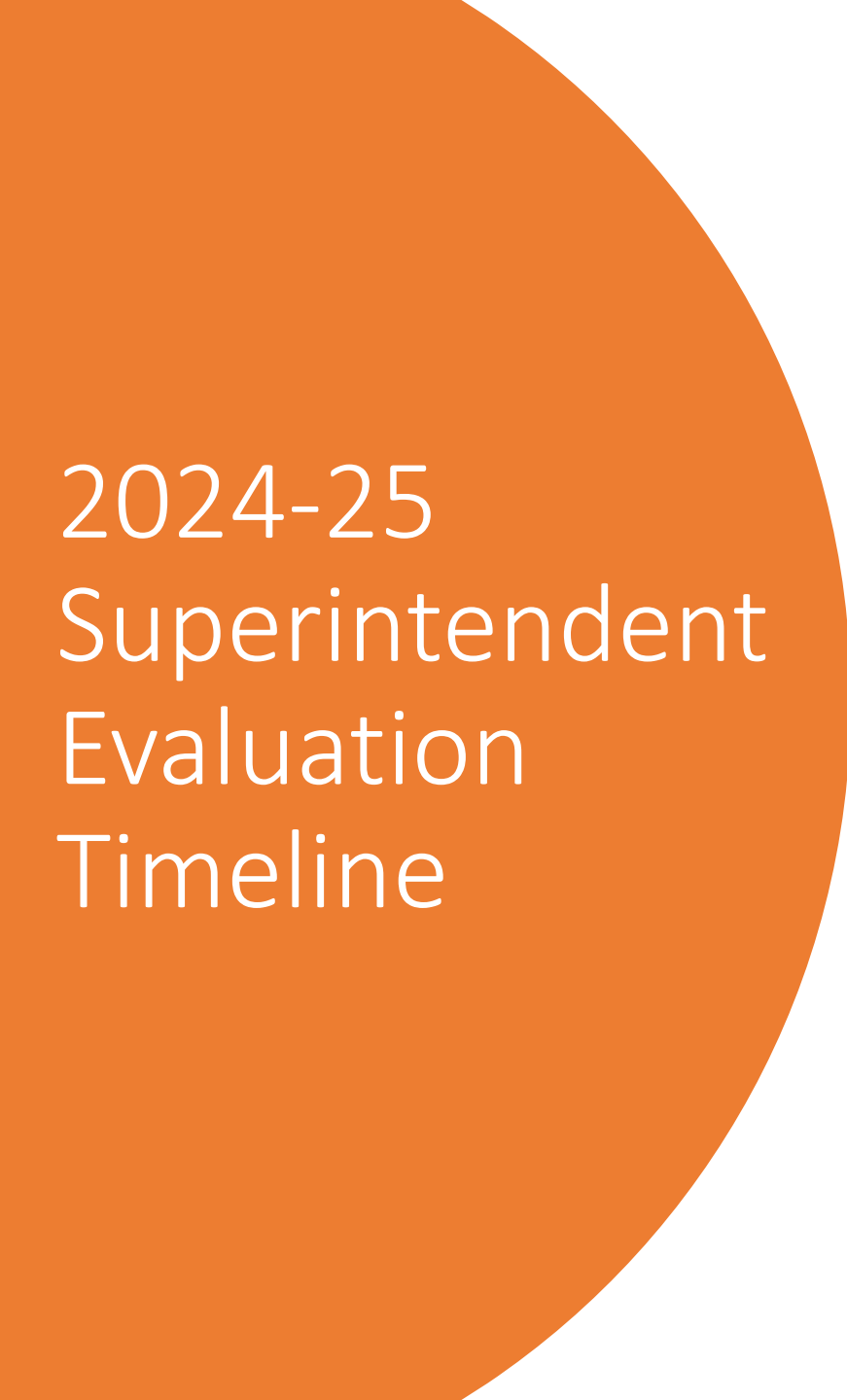
# Superintendent Evaluation Cycle/Timeline




# Creating an Effective Superintendent Evaluation

1. Focus on Growth and Consultancy
2. Create one evaluation, not five.
3. Focus evaluation on no more than 6 Performance Indicators for the year.
4. Limit substantive recommendations for growth to 6-7 requirements.

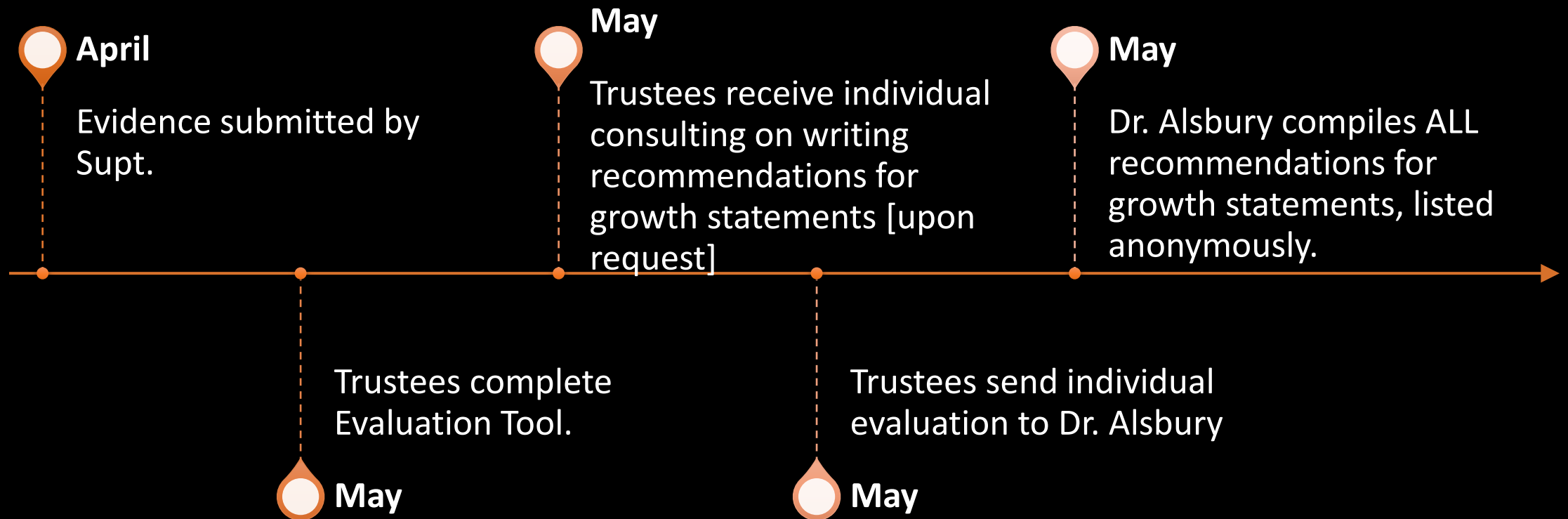




# 2024-25 Superintendent Evaluation Timeline

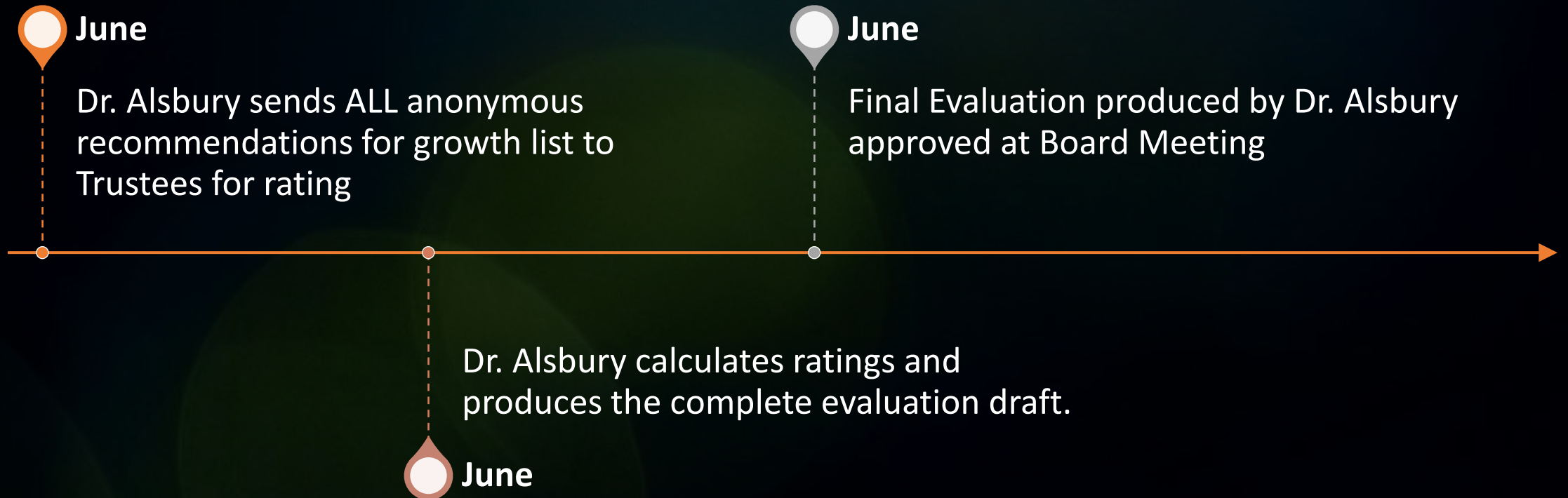
- 1. Adoption of Process & Criteria for Evaluation (August 2024)**
  - 2. Decisions on Focus Goals & Performance Indicators (October 2024)**
  - 3. Mid-year Performance Review for possible revision (January 2025)**
  - 4. Summary Review of Progress on Performance Indicators (April 2025)**
  - 5. Evaluation Summation Process (May/June 2025)**
  - 6. Summative Evaluation Completion (June 2025)**
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# Evaluation Summation Process





# Step 5: Evaluation Summation Process



# Evaluation Ratings: Performance Indicators

<u>Average Rating</u>	<u>Performance Designation</u>
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Between 3.6 and 4.0	Distinguished
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Between 2.8 and 3.59	Proficient
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Between 1.91 and 2.79	Developing
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Between 1.0 and 1.9	Growth Needed
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# Ratings for Areas of Growth Statements

Must include recommendation = 4

May include recommendation = 3

Neutral about including recommendation = 2

Don't need to include recommendation = 1

Statements of 3 or higher would be included in the final evaluation draft to be discussed/revised at the June Board meeting.



# Superintendent Evaluation Tool

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# Recommended Focus Goals

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Performance Targets





## Next Steps

- Selection of 6 Focused Performance Targets
- Currently 24 Performance Indicators in the Outrageous Outcomes