

Stephen Walker
School Year: 2024-2025

Ratings on Individual Domains:

A. Relationship with the Board	Ineffective	Developing	Effective	Highly Effective
B. Community Relations	Ineffective	Developing	Effective	Highly Effective
C. Staff Relationships	Ineffective	Developing	Effective	Highly Effective
D. Business and Finance	Ineffective	Developing	Effective	Highly Effective
E. Instructional Leadership	Ineffective	Developing	Effective	Highly Effective
F. Annual Goals	Ineffective	Developing	Effective	Highly Effective
<i>F.1 Provide leadership for the re-envisioning and enhancement of professional learning</i> Implement and regularly review the work of the district's first Study Groups Support the continued re-imagining of the New Teacher Academy program Examine how our APPR variance implementation is impacting faculty perceptions of the evaluation process Re-imagine the direction and focus of our summer curriculum development opportunities Support the full implementation of the instructional coaching program at all 3 buildings and begin envisioning how to build towards a districtwide professional development structure.	Ineffective	Developing	Effective	Highly Effective
<i>F.2 Re-envision the use of District Committee structure to engage with our parent/family community</i> Evaluate the current committee structure. Develop a structure for multiple constituent groups to come together as work groups that are ad-hoc and responsive to the work of the Vision Map. Bring the Vision Map Planning Team back together to reflect on the District's progress on the Vision Map and to brainstorm and develop the next phase of Vision Map work. Utilize the Vision Map Planning process to help to define priority areas for ad hoc work groups Develop methods for sharing the work and thinking of the revamped District work groups.	Ineffective	Developing	Effective	Highly Effective
<i>F.3 Provide leadership toward developing further cohesiveness between schools as we implement the work of the Vision Map</i> Support each building's unique work on the Vision Map while ensuring that approaches are cohesive to a K-12 experience for students (examples - pedagogical coaches, master schedules). Encourage cross-building collaboration through cross-building team hiring for pedagogical positions. Encourage cross-building collaboration through cross-building team work on curricular and instructional topics.	Ineffective	Developing	Effective	Highly Effective

F.4 Develop Leadership Capacity Across the System Inspire talented faculty members to pursue leadership certification programs to build an internal pipeline for succession planning. Provide professional development and mentorship for aspiring leaders including shadowing opportunities, participation in observations, and coaching. Support internships for aspiring school district and school building leaders. Further develop current leaders through involvement in a wider range of work in the system	Ineffective	Developing	Effective	Highly Effective
F.5 Develop Multi-Year Trajectories for Goals, Professional Learning, Budget, and Curriculum Work Goal Setting (Building, District, Superintendent, Board of Education) Class Development Budget Planning	Ineffective	Developing	Effective	Highly Effective
Overall Rating	Ineffective	Developing	Effective	Highly Effective

Comments by the Board of Education

None.

Comments by the Superintendent

None.

Superintendent's Signature:



Stephen Walker
(signed electronically)

Date:



Trusted Agent's Signature:



Ana Teague
(signed electronically)

Date:



Please Note:

- The administrator's signature indicates that he or she has seen and discussed the evaluation; it does not necessarily denote agreement with the evaluation.