



Superintendent Evaluation Goals and Standards

The evaluation process is one of the Board's most important responsibilities. When done well, it keeps the district tightly aligned to its mission and focused on what matters most. District policy, state law, and the superintendent's employment agreement require the Board to evaluate the superintendent annually. We are also required to post specific aspects of the evaluation, including the objective performance standards.

- **GOAL CATEGORY 1** -- Student Growth and Achievement
- **GOAL CATEGORY 2** -- Financial Accountability and Budget Integrity
- **GOAL CATEGORY 3** -- Communication, Engagement, and Community Relations
- **GOAL CATEGORY 4** -- Human Resource Management
- **GOAL CATEGORY 5** -- Policy and Governance
- **GOAL CATEGORY 6** -- Professionalism, Core Values, and Morale
- **GOAL CATEGORY 7** -- Organizational Leadership and District Culture

OBJECTIVE PERFORMANCE STANDARDS

OPS 1: Administrative meetings. Every Monday, meet with administrators to ensure entire leadership team is on the same page, with all administrators are required to provide written correspondence of their activities to ensure accountability and alignment with district initiatives.

OPS 2: Grants. Develop process for pursuing grants from various sources beyond those, more automatic, traditional grants secured by school districts, and outline in collaboration with the Board how those new funds will be utilized for the advancement of previously agreed upon academic and capital improvements.

OPS 3: Security. Upgrade to school security efforts through improvements in infrastructure, communication, operation plans, and policy updates.

OPS 4: Engagement. Each week, visit classrooms and attend student activities to demonstrate support and monitor overall quality of district programs, and further introduce yourself to district staff and community.

OPS: 5: Facilities. Oversee the start of a feasibility study on future facilities' investments and upgrades, working with all appropriate internal staff and external sources (example: legislators).

These are the standards for **YEAR 1** only. In the summer of 2026 (and each summer thereafter), the Board and Superintendent will develop new goals and standards based on changing district conditions. YEAR 1 is **building the foundation** of data collection, benchmarking, and best practices to launch ambitious, measurable, data-driven goals for future years.