

SUPERINTENDENT EVALUATION

Superintendent: Tanna Lowrance **School:** Terrell County ISD

Board President: Fernando Sanchez **School Year:** 2025-2026

Directions: The domain ratings should reflect the consensus of the board. Comments in each domain are encouraged, however, should a score of "below expectations" be awarded for any domain, comments must be provided that clearly specify the reasons and/or evidence for the score along with suggestions for improvement.

RATING SCALE

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- 3... Exceeds Expectations: Performance is consistently above
Expectations
- 2..... Meets Expectations: Performance consistently meets
Expectations
- 1..... Below Expectations: Performance is consistently below
expectations

PART 1

STANDARD I — LEARNER-CENTERED VALUES AND ETHICS OF LEADERSHIP

RATING

- | | |
|---|--------|
| 1. Model and promote the highest standard of conduct, ethical principles and integrity in decision making, actions and behaviors. | __2__2 |
| 2. Exhibit understanding and implement policies and Procedures that promote district personnel compliance with The Code of Ethics and Standard Practices for Texas Educators. | __2__2 |
| 3. Interact with district staff, students, school board and community in a professional and ethical manner. | __2__2 |

Overall Rating for Standard I

__2__

Comments/Suggestions:

I strive to put our students, staff and facilities as the top priority regardless of community and parent opinions. I strive to ensure all communication follows the proper chain of command. Our staff is capable professionals and I value them for all they bring to our district. I have an 'open door' policy for all staff, parents and students. I hold myself to the highest of standards and work to hold all meetings in a professional manner. I reach out to my mentor, fellow superintendents, the region service center and our legal team for any clarification before making decisions in which clarification is needed.

STANDARD II - LEARNER-CENTERED LEADERSHIP AND SCHOOL DISTRICT CULTURE

RATING

1. Establish and support a school district culture that promotes learning, high expectations, and academic rigor for self, student, and staff performance. ___3___³
2. Facilitate the development and implementation of a shared vision that focuses on teaching and learning. ___3___³
3. Institute and monitor planning processes that include strategies designed to ensure the accomplishment of school district goals and objectives to achieve the school district's vision. ___2___²
4. Recognize and celebrate contributions of staff and community toward realization of the school district's vision. ___2___²

Overall Rating for Standard II

___2___

Comments/Suggestions:

Our staff, following our A-F training, is committed to moving past the score of 89 and earning an A for this year. We work hard to hold students accountable for their actions, effort and school progress. We are committed to focusing on providing all students with a strong foundation in reading, writing, math, vocabulary, handwriting, computer skills, phonics, rote memorization of sight words and math facts. The staff has committed to having students in junior high and high school write more often in cursive (creates stronger learning connections based on research) and have created a policy to combat the usage of AI.

STANDARD III - LEARNER-CENTERED HUMAN RESOURCES LEADERSHIP AND MANAGEMENT

RATING

1. Implement strategies to enhance professional capabilities at the school district and campus level to ensure support for a continuum of services and programming. __2__ 2
2. Demonstrate use of school district and staff evaluation data for personnel policy development and decision making. __2__ 2
3. Diagnose and improve organizational health/morale by the implementation of strategies and programs designed to provide on-going assistance and support to personnel. __3__ 3

Overall Rating for Standard III __2__

Comments/Suggestions:

I work with the 588 CoOp and Region 18 to provide teacher development activities / workshops during inservice to meet the needs of teachers. I work with staff to create a master schedule utilizing teachers in content areas they are most proficient in teaching. I have worked the past two years to reduce the amount of paperwork required by teachers and streamline our 'non-negotiables'. We utilize evaluation data for all professional development.

STANDARD IV - LEARNER-CENTERED POLICY AND GOVERNANCE

RATING

- | | |
|---|----------|
| 1. Demonstrate and apply appropriate knowledge of legal Issues affecting education. | ___2___2 |
| 2. Provide leadership in defining superintendent and board of trustees' roles, mutual expectations, and effective superintendent-board of trustees working relationships. | ___2___3 |
| 3. Prepare and recommend school district policies to improve student learning and school district performance in compliance with state and federal requirements. | ___3___3 |
| 4. Apply laws, policies, and procedures fairly, wisely, and considerately. | ___2___2 |

Overall Rating for Standard IV

___2___

Comments/Suggestions:

TCISD is current on all policy updates provided from TEA. I am working through the new policy updates to ensure we are in compliance. For example, newly required signage related to video monitoring and 'non-private' restroom procedures are posted. New grievance policy and forms are filed. Teachers are conducting in-person parent conferences as required. New safety items have been purchased in accordance with policy updates. I have attended required Behavioral Threat Assessment trainings in Del Rio. I have attended all Teacher Incentive Allotment Meetings for the district both in person and by zoom. I have attended the Federal Programs Director's meetings this semester. I have worked with our legal counsel on several issues to ensure the district is, and I, am in compliance with all laws. I strive to make decisions that will be good practice moving forward and not just a response 'in the moment'. School board members and I attended SLI this summer.

STANDARD V - LEARNER-CENTERED COMMUNICATIONS AND COMMUNITY RELATIONS

RATING

1. Develop and implement an effective and comprehensive School district internal and external communications plan. 2 2
2. Communicate effectively with all social, cultural, ethnic, And racial groups in the school district and community. 2 2
3. Articulate the school district's vision and priorities to the community and to the media 2 2

Overall Rating for Standard V

2

Comments/Suggestions:

Our communications plan allows teachers and coaches to post on our school's Facebook page updates, information and positive things that are happening in their classrooms and with their athletic and academic programs. I am responsible for all communication via our mass messaging on Blackboard and for all communication regarding any safety issue we may have. This ensures staff are notified and educated on any issues and are able to answer questions from parents and community members in a timely, consistent and professional manner. Our vision and mission is stated on our website, handbooks and District Improvement Plans.

STANDARD VI - LEARNER-CENTERED ORGANIZATIONAL LEADERSHIP AND MANAGEMENT

RATING

1. Implement appropriate management techniques and group processes to define roles, assign functions, delegate effectively, and determine accountability for goal attainment. 2 2
2. Frame, analyze, and resolve problems using appropriate problem-solving techniques and decision-making skills. 2 3
3. Implement strategies that enable the physical plant, equipment, and support systems to operate safely, efficiently, and effectively to maintain a conducive learning environment throughout the school district. 2 2
4. Perform effective budget planning, management, account auditing, and monitoring and establish school district procedures for accurate and effective fiscal reporting. 2 3
5. Acquire, allocate, and manage resources according to school district vision and priorities. 2 3

Overall Rating for Standard VI

2 3

Comments/Suggestions:

Staff are assigned daily duties at the beginning of inservice, these duties help with the overall management and function of the school (unloading duty, cafeteria duty, morning duty, loading duty). Staff works together to cover for each other when someone is off campus. I am fortunate enough to have a staff who respects not only the position I hold, but also work with me as a team to make decisions for the school. I am currently working with Mr. Carrasco on new required postings, with Estes construction to complete the playground, companies to bid the gym parking project, Bryant Construction to complete repairs at school housing and a safety fence, science lab flooring is complete. These projects help ensure a correctly functioning school district. We are currently comparing prices to move towards bulk ordering for custodial and maintenance.

STANDARD VII - LEARNER-CENTERED CURRICULUM PLANNING AND DEVELOPMENT

RATING

- | | |
|--|--------|
| 1. Implement core curriculum design and delivery systems to ensure instructional continuity and instructional integrity across the school district. | __3__3 |
| 2. Evaluate and provide direction for improving school district curriculum. | __2__2 |
| 3. Facilitate the use of technology, telecommunications, and information systems to enrich the school district curriculum and enhance learning for all students. | __2__2 |
| 4. Facilitate the effective coordination of school district and campus curricular and extracurricular programs. | __2__2 |

Overall Rating for Standard VII

__2__

Comments/Suggestions:

Our staff utilizes adopted curriculum that covers 100% of the TEKS. We also utilize resources from various suppliers and share resources amongst staff to ensure our students have continuity across the grade levels. We work together to create a plan for the library reading requirements across all grade levels. Our students are one to one with technology and we have purchased new CTE curriculum for several of our classes.

Overall Rating for Part 1:

PART 2

STUDENT PERFORMANCE AND OUTCOMES

As a recommendation from the Texas Education Commissioner, in addition to other procedures and criteria determined by the school board, the recommended appraisal process and criteria shall include, at a minimum, an annual evaluation of the superintendent with a student performance domain.

Student Outcome Goal 1: Terrell County ISD will ensure ALL first through twelfth grade students (excluding dual credit English students) will participate in Accelerated Reader working towards 80% average or higher and increasing the difficulty of the books / articles allowed each six-weeks based on student improvement.

Results: complete

Student Outcome Goal 2: Terrell County ISD will ensure all first through twelfth grade students (excluding dual credit English students) will take the STAR Literacy Assessment three times per year to measure reading growth.

Results: BOY and MOY complete. EOY testing will be the first week of May with retesting the second week as needed.

Student Outcome Goal 3: Terrell County ISD will progress monitor students in grades kindergarten through fifth grade (sixth grade through eighth grade as necessary) on mastery of 1,000 Sight Words.

Results: ongoing

Additional Goal 4: Terrell County ISD will work towards all students from kindergarten through eighth grade mastering their math facts (addition, subtraction, multiplication, division). This progress monitoring may begin the first semester, but must begin for all K-8 students in January. Utilizing math fact ninja every Friday.

Results: K-5 is set up and going. Teachers are utilizing progress measures / assessments that fit their students and schedules. Junior high will begin after Christmas. Working with staff to determine best time / practice for grades 6-8. This will be finalized during the teacher workday on January 5.

ADDITIONAL SUPERINTENDENT GOALS

Complete the Behavioral Threat Assessment Program for the district.

Admin training complete through Texas School Safety Center, BTA Handbook Complete, staff training scheduled for February 16 with Region 18 and community stakeholders, student curriculum and presentation date scheduled in January, Community training / presentation scheduled for March board meeting, reporting link being created by Mr. Carrasco to go on school webpage.

Complete playground fencing project and playground improvements.

Playground fence almost complete, rubber mulch has been installed, Mr. Throne removed an unused lightpole, egress gate installed, slide was damaged by equipment (Mr. Estes will replace).

Complete the three year Safety Audit in coordination with Region 18 ESC. Correct any findings in a timely manner.

Three year safety audit was conducted on November 11th. Audit findings were returned on December 11th. Waiting on safety portal account to determine next steps.

Completion of the Special Education Cyclical Review.

All requested paperwork was submitted, any preliminary corrections were completed as requested by the 588 CoOp. Waiting on final review findings.

Ensure TIA Implementation year data and process are in place for Data Capture.

TIA application was approved in April. TIA handbook is complete. Eduphoria was purchased for data collection. Admin training is complete. Staff training is complete. Benchmark testing has been created. We are on target for Data Capture. Going through more training zooms to be able to amend our application in February to include more teachers and subject areas at the request of the staff.

Work with the 588 Coop to move our ARD meeting to Teacher Workdays to reduce the amount of time class instruction is disrupted.

All ARD meetings have been scheduled on teacher workdays for the 2025-2026 school year except for one (timeline conflict).

Ensure every 3 and 6 week grading period teachers are having parent conferences with every student in their classes who have a grade of 70 or lower.

Once progress reports and report cards are final and email is sent with all students needing a conference or phone call. Teachers notify me once they have made contact with the parent.

Attend A-F rating workshops to help increase our score from an 89 to an A. Educate staff during teacher workshop days.

I attended an A-F workshop in September. We were able to analyze our specific district data. I presented to the staff at our next teacher workday. We analyzed the data by specific students to determine what students did and did not earn the district 'point' towards our rating.

Work with staff to monitor the Middle School Advanced Math program. Creating a summer math tutoring program if necessary for middle school aged students.

We are currently monitoring our students. Extra tutoring time will be provided for those students who are struggling with the advanced curriculum. Currently working with Mrs. Carrasco to modify her schedule to accommodate additional math time for the 6th grade advanced math students.

Work with an auction company to auction items in storage at the old elementary and coordinate with staff to create a project for the funds to go towards.

Will hold the auction over the summer when we have additional summer help to stage and organize the items for sale.

Work with the school board and staff to continue to grow our fund balance.

Our efforts are paying off. We are mindful of all purchases. I work with the staff to reduce subs when possible by covering classes as I am available. I have applied for, and received, a grant for CTE. I am scheduled for a zoom to learn more about funding for summer school to provide the service to our students who need summer remediation, but at no cost to the district.

Work with district counselor and Midland College to streamline pathways and completer plans for graduating seniors.

This is complete.

Obtain bids for air conditioning in the old gym and gym / cafeteria parking. (Bond Project). Board voted no

Ensure staff are utilizing Study Hall to work with students who are below grade level (RTI).

Built into our master schedule.

Due to house bill 2, all elementary, ELAR, and math teachers must be fully certified. Attend job fairs during the spring to fill open positions.

Openings will be announced in January. I plan to attend as many job fairs as possible. I have been to several Midland College and Sul Ross meetings, I will work with them to advertise our openings as well. I have reached out to Texas Tech and Angelo State education departments to see if advertising with them would be possible.

Overall Rating for Part 2:

Comments/Suggestions:[illegible]

Superintendent

Date _____

Board President

Date _____