



## Superintendent Evaluation 2025/26

### **GOAL CATEGORY 1 -- Student Growth and Achievement**

#### **Key Performance Indicators**

- Begin evaluating district curriculum, instruction, & assessment measures.
- Assess programs for quality, design, implementation, and student access.
- Promote the use of appropriate technologies to support teaching and learning.
- Utilize multiple data sources to measures quality of teaching/learning.

**COMMENTS:** Demonstrates an exceptional commitment to improving student learning outcomes across all grade levels and effectively uses data-driven strategies to target and eliminate learning disparities among student subgroups. Team Leader and has strong knowledge and is a forward thinker. He has brought a lot of strong recommendations and Knowledge. Since he has arrived at WWV he has incorporated numerous new learning equipment and technology to aid in student growth. Through his efforts have improved the student experience

**Distinguished (4)** Proficient (3) Needs Improvement (2) Failing (1)

### **GOAL CATEGORY 2 – Financial Accountability and Budget Integrity**

#### **Key Performance Indicators**

- Supervise the development, preparation and presentation of the annual budget.
- Oversee procedures/controls of district resources in accordance with policy, law, generally accepted accounting principles and auditing practices.
- Identify and equitably allocate fiscal resources, expenditures, materials and technology to support district goals and educational initiatives.

#### **COMMENTS**

Manages the district's multi-million-dollar budget with exceptional care, transparency, and accuracy. Prioritizes funding for direct student instruction while systematically reducing administrative overhead costs. Ensures expenditures strictly align with real revenues to protect long-term district stability. He is very knowledgeable sense of finance. Knows when to consult his finance director. He has consistently brought the Board savings without being excessive. Not happy with all the RFP's with some not being fully discussed first.

**Distinguished (4)** Proficient (3) Needs Improvement (2) Failing (1)

### **GOAL CATEGORY 3 – Communication, Engagement, and Community Relations**

#### **Key Performance Indicators**

- Communicate the district's vision, goals, plans, and improvement efforts.
- Develop/implement effective communications procedures w/district staff.

- Implement feedback methods, as needed, from internal/external stakeholders to gauge stakeholder points of view on issues and challenges facing the district.

**COMMENTS**

Proactively communicates district decisions, policy changes, and financial data in a clear, accessible manner. Establishes reliable, consistent communication channels that keep families, staff, and the board fully informed. Very transparent. Always communicating with the community via phone calls, social media and school board meetings. Extremely visible throughout the community.

**Distinguished (4)** Proficient (3) Needs Improvement (2) Failing (1)

**GOAL CATEGORY 4 -- Human Resource Management**

**Key Performance Indicators**

- Ensure implementation of effective, legally compliant personnel/hiring practices.
- Assess quality of based professional development for all staff.
- Oversee implementation of performance evaluations for all staff.
- Meet w/union reps regularly to resolve issues, build rapport and trust.

**COMMENTS**

Implements aggressive, innovative recruitment strategies that successfully attract top-tier educators and administrators to the district. Standardized the district's interview processes to ensure efficient, compliant, and equitable hiring practices. He has brought on a few needed positions, again forward thinker. He played a key role in our teacher contract negotiations He is always promoting professional development for our employees. Collaborates with the board on issues impacting personnel, both positive and negative.

**Distinguished (4)** Proficient (3) Needs Improvement (2) Failing (1)

**GOAL CATEGORY 5 -- Policy and Governance**

**Key Performance Indicators**

- Collaborate w/Board on roles, responsibilities, and methods of communication.
- Develop, implement, and review impact of district policies
- Submit to the Board recommendations requiring board action, ensuring facts, information, and reports are prepared as needed to ensure informed decisions.

**COMMENTS**

Proactively updates district policies to strictly align with shifting state and federal education laws. Demonstrates absolute fidelity in implementing and enforcing the policies established by the School Board. Communication is very strong and he also believes in transparency. Great team leader and keep board informed. Summarizes major policies.

**Distinguished (4)** Proficient (3) Needs Improvement (2) Failing (1)

**GOAL CATEGORY 6 -- Professionalism, Core Values, and Morale**

**Key Performance Indicators**

- Model high standards of ethics, core values, and legal compliance

- Address issues with timeliness, accuracy, and logic.
- Acknowledge staff accomplishments before the Board.

**COMMENTS**

Demonstrates the highest standards of honesty, integrity, and ethical leadership in all actions and decisions. Fosters a supportive, and collaborative workplace culture where employees feel valued and respected. So in tune with being a Spartan. He is always putting out fires before they become bigger issues. Always professional. Leads the district behaving in a respectful manner. Very positive approach.

**Distinguished (4)** Proficient (3) Needs Improvement (2) Failing (1)

**GOAL CATEGORY 7 -- Organizational Leadership and District Culture**

**Key Performance Indicators**

- Provide regular and year-end reports on progress.
- Comply with all state and federal mandates and local board policies.
- Implement comprehensive plan and initiate steps to become trendsetting

**COMMENTS**

Establishes a culture of high performance, accountability, and excellence among the administrative cabinet. Promotes shared decision-making, ensuring teachers and support staff have a voice in key initiatives. District culture and morale has improved drastically under his leadership. Dr. Suppon has done very well with this.

**Distinguished (4)** Proficient (3) Needs Improvement (2) Failing (1)

