Superintendent Evaluation Summary (2025–2026)

The Middlesboro Board of Education evaluation of Superintendent **Mr. Jones** was overwhelmingly positive, indicating strong performance across all five leadership standards in the Kentucky Executive Leadership Series Individualized Learning Plan (ILP).

Key Strengths Identified

Strategic Leadership

- Effectively communicates the district's mission, vision, and goals to staff, board members, and stakeholders.
- Demonstrates sound financial management and aligns resources with district priorities.
- Actively advocates for funding opportunities and promotes the district's needs within the community.

Instructional Leadership

- Maintains a strong focus on student achievement and educational excellence.
- Supports professional learning, coaching, collaboration, accountability, and technology integration.
- Promotes advanced learning opportunities, including STEM initiatives and recognition programs that benefit students districtwide.

Cultural Leadership

- Builds trust through transparency, collaboration, and an open-door approach.
- Maintains a strong presence in schools and throughout the community.
- Celebrates staff and student successes while fostering positive relationships with stakeholders.
- Encourages stakeholder engagement through SBDM councils, community events, and open communication.

Human Resource Leadership

- Supports staff recruitment, retention, mentoring, and professional growth.
- Promotes fair evaluations and accountability.
- Demonstrates thoughtful staffing decisions and effective personnel management practices.

Operational Leadership

- Emphasizes responsible budgeting, planning, and internal controls.
- Focuses on student safety, facility needs, and long-term infrastructure planning.
- Provides timely communication and information to board members and stakeholders.

Overall Board Comments

Board members described Mr. Jones as:

- Invested in the success of the district.
- A visionary leader who effectively connects schools and the community.
- Trustworthy, resilient, and committed to district improvement.
- Highly visible and engaged with students, staff, parents, and community members.
- Performing at an **exemplary level** during his first year as superintendent.

Area for Improvement

One board member noted a desire for improved communication regarding personnel changes. While recognizing that personnel decisions are responsibilities of the superintendent. Mr. Jones gives a monthly report to the board regarding position changes.

Overall Conclusion

The evaluation reflects that Superintendent Jones had a highly successful first year, with board members consistently recognizing his leadership, communication, financial stewardship, community engagement, and commitment to improving student outcomes. The overall assessment places his performance at or near the **Exemplary/Expert** level across the district's leadership standards. We are excited for another wonderful school year to begin and the opportunity to build lasting relationships with our students and their families.

6-16-24

William E. Jones, Superintendent

6-16-24

Teresa Brown, Chair