



DANVILLE

INDEPENDENT SCHOOLS

Superintendent Evaluation

Notes for Superintendent's Performance Evaluation

The superintendent's performance evaluation was conducted based on three of the seven established standards. These standards include:

- Standard 1. Strategic Leadership
- Standard 2. Instructional
- Standard 5. Managerial Leadership

The following evaluation provides detailed comments to support the performance score for each standard.

Final Evaluation of the Superintendent (Summative)

Performance Levels:

The following designations will be used to indicate the progress of a Superintendent toward the seven standards and district goals. The Board will get more effective evaluation data through thoughtful discussions in determining a descriptive performance rating, but using and averaging numbers is an option.

(4) Exemplary: Exceeds the standard

(3) Accomplished: Meets the standards

(2) Developing: Making progress toward meeting the standard

(1) Improvement Required: Progress toward meeting the standard/goal is unacceptable; standard/goal is required to be addressed with performance Expectations agreed upon by the Board and Superintendent.

Note: Comments are recommended to support performance levels for each standard and district goal and necessary when performance is determined to be Improvement Required.

Standard 1: Strategic Leadership

The Superintendent leads the development and implementation of district vision, mission, and goals while creating conditions to ensure that every student graduates high school with the knowledge and skills necessary to be successful in the 21st century.

Rating:

- ☒ (4) Exemplary
☐ (3) Accomplished
☐ (2) Developing
☐ (1) Improvement Required

Evidence:

Comments to support the Superintendent's performance for this standard:

Performance Indicator		Examples
1.1	Ensuring DISD is represented in as many community groups as possible in Danville/Boyle County	• Coordinating with the Director of Full Service Community Schools • Partnership with BCTC and UK • Regular meetings with the Mayor • Met with the City Commissioner (3 times) • Reported to the Danville-Boyle County Development Corporation (DBCC)
1.3	Communicating high expectations for student achievement	• Delegates to Suzanne Farmer- recognizing strengths and expertise in others
1.4	Monitoring for continuous improvement	• The Leader in Me (TLIM) implemented 2025-2030

Standard 2: Instructional

Leadership The Superintendent supports and builds a system to effectively use district resources and research-based best practices for curriculum, instruction and assessment in reducing achievement gaps and continuously improving teaching, learning, and student achievement.

Rating:

- ☒ (4) Exemplary
☐ (3) Accomplished
☐ (2) Developing
☐ (1) Improvement Required

Evidence:

Comments to support the Superintendent's performance for this standard:

Performance Indicator		Examples
2.2	Removes barriers to student learning	• Danville Ignite • Horatio Sanchez district-wide book study and implementation
2.7	Understanding data analysis and communicating it	• Achieved goals in i-Ready program
2.8	Ensures district progress in numerous areas	• Assessment calendar for K-12 • Four-year plan for Thinking Map and district-wide implementation • Finalized the Portrait of a Danville Learner and rolled out the first two competencies. • Planned for summer professional development.

Standard 5: Managerial Leadership

The Superintendent uses data analysis in budgeting, staffing and problem solving to make recommendations to the Board so they can effectively and efficiently allocate resources and establish support systems for all district stakeholders.

Rating:

- ☒ (4) Exemplary
- ☐ (3) Accomplished
- ☐ (2) Developing
- ☐ (1) Improvement Required

Evidence:

Comments to support the Superintendent's performance for this standard:

Performance Indicator		Examples
5.1	Management of budget and financials	- Classified salary raises - Certified salary pay scale structure - Energy Saving Project
5.5	Knowledge of school facilities	- Anchor plaza - JW Bate Middle School renovation - Football stadium renovation
5.6	Established procedures and practices for emergency and security plans	- Proactive planning led to successful implementation of two emergency situations - Established Student death playbook/resources in collaboration with Wellness counselor.

District Goal 1:

Standard 1: *Successfully implement district-wide academic and operational goals.*

By June 2025, 90% of action items in the district improvement plan will have been completed, focusing on enhancing student achievement, professional development for teachers, and family/community engagement.

Rating:

- ☒ (4) Exemplary
- ☐ (3) Accomplished
- ☐ (2) Developing
- ☐ (1) Improvement Required

Evidence:

Comments to support the Superintendent's performance for this standard:

As of June 2025, 100% of the action items outlined in the district improvement plan have been successfully completed. This comprehensive completion demonstrates exceptional strategic leadership in enhancing student achievement, providing robust professional development for teachers, and fostering strong family and community engagement.

District Goal 2:

Standard 2: *Reduce the percentage of novice students in the school district.*

By June 2025, the percentage of novice students in Math and Reading will be reduced by 10% across all grade levels in the district, utilizing targeted professional development, ESS, and updated instructional materials using the fall and spring i-Ready and Fastbridge screeners.

Rating:

- ☒ (4) Exemplary
- ☐ (3) Accomplished
- ☐ (2) Developing
- ☐ (1) Improvement Required

Evidence:

Comments to support the Superintendent's performance for this standard:

Overall, there was a significant 27% reduction of novice students according to i-Ready data for Reading and Math in grades K-8. This substantial achievement far exceeds the set goal of a 10% reduction, indicating highly effective instructional leadership and successful implementation of targeted interventions. We did not have a current screener at the high school to determine novice reduction this year.

District Goal 3:

Standard 5: *Enhance the effectiveness and efficiency of support systems for all district stakeholders.*

Enhance the effectiveness and efficiency of district support systems by April 2025, achieving a 20% increase in stakeholders' usage of the Emergency management tool E3 using after-action analytics.

Rating:

- ☒ (4) Exemplary
- ☐ (3) Accomplished
- ☐ (2) Developing
- ☐ (1) Improvement Required

Evidence:

Comments to support the Superintendent's performance for this standard:

Two out of four schools demonstrated an increase of 26% in users utilizing the E3 app, successfully meeting and exceeding the goal. Furthermore, one school notably increased its E3 app usage from 0% to 80%, showcasing exceptional progress. While the fourth school did not meet the goal due to an incorrect group setting (except for two instances this year where usage rates were 27% and 9%, respectively), the overall district progress significantly contributes to the goal's attainment. The success in the majority of schools reflects strong managerial leadership in enhancing support systems.

X

Board Chair- Esther Rugerio

Date: 6/16/2025

X

Board Member- Leigh Ranson

Date: 6/16/2025

X

Board Vice Chair- Jennifer Pusateri

Date: 6/16/2025

X

Superintendent- Ron Ballard

Date: 6/16/2025

X

Board Member- Glenn Ball

Date: 6/16/2025

X

Board Member- Steve Becker

Date: 6/16/2025

**Evaluation of the Superintendent
Summary Report
Danville Independent School District**

June 16, 2025

The board of education of the Danville Independent School District has completed the annual evaluation of Superintendent Ballard for the 2024-2025 school year. The past year has been a positive and successful one for education in our school district. All five school board members have served on the board for at least one full year and have been able to observe and be a part of the successes achieved this year.

The evaluation focused on three of the seven standards of performance as well as three goals agreed on by the board and superintendent.

Superintendent Ballard received a rating of exemplary in the areas of strategic leadership, instructional, and managerial leadership. The board also determined that Superintendent Ballard has done an exemplary job of attaining the goals set by the board and superintendent in August of last year.

The board will be working with Superintendent Ballard over the next several weeks to develop goals for our district for the 2025-2026 year. We look forward to working together to make our school district successful.

Danville Independent Schools Board of Education

X Esther Rucchio
Board Chair- Esther Rucchio

Date: 6/16/2025

X Leigh Ranson
Board Member- Leigh Ranson

Date: 6/16/2025

X Jennifer Pusateri
Board Vice Chair- Jennifer Pusateri

Date: 6/16/2025

X Ron Ballard
Superintendent- Ron Ballard

Date: 6/16, 2025

X Glenn Ball
Board Member- Glenn Ball

Date: 6/16/2025

X Steve Becker
Board Member- Steve Becker

Date: 6/16/2025