

Superintendent Evaluation

Evidence 2025-2026

#1 -ESTABLISH SYSTEMS OF GROWTH

- Work with administration to develop and establish a data-informed decision making process to support students and staff in MTSS work to improve student learning.
 - Utilized identified data to support student learning within the MTSS process
 - CORE Phonics Survey - diagnostic assessment that is being implemented K-2
 - Data Sheet that goes with this to track student progress to aid in MTSS discussions
 - Adjustments to MTSS meeting schedule to build in more time to prepare and complete the data work necessary to review and make instructional decisions for students.
 - We will be looking to add Acadience Math benchmark screener to identify ‘at-risk’ learners
 - Tiered instructional group planning and support
 - Support principals in identifying interventions to meet the needs of students
 - Small group interventions and discussions of programing for interventions
 - Early Interventions in Reading & small group instruction
 - Spring Math Intervention
 - Staff have received training and began implementing the intervention
 - Additional training and support will be provided to staff in order to maximize the use and benefit of the intervention.
 - We are adding Language for Thinking to support students struggling with language acquisition and development.
 - The 2026-2027 Academic Calendar was built around the MTSS work that needs to be completed throughout the year. A professional development calendar has been created aligning with the academic calendar to systematize the work that needs to be completed.
 - Shifting of an 1.0 FTE to an interventionist maximizing the use of our current FTE and front loading instructional support in the early grades.
 - Addition of ACT Prep Course, On To College, to support students in preparing for the ACT.
 - Addition of Pre-ACT to 9th & 10th graders along with additional access and support for students taking the ACT this summer.
- Building and Grounds
 - Facilities are safe, welcoming, and well-maintained, projecting pride in the district.
 - Grounds are clean, accessible, and appealing, creating a positive first impression.
 - Maintenance Request Form (Google)

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- Request for cleaning and maintenance (a work in progress)
- I meet weekly with the head of grounds and maintenance to prioritize work.
- I have developed and we are utilizing a summer work Summer Maintenance Google Sheet to prioritize, assign and track summer work and projects.
- Adjusting staffing to utilize the part-time summer help to mow keeping custodial/maintenance staff available to summer work.
- Cleaning schedules are visible, consistent, and tied to accountability checks.
 - Daily and Weekly Cleaning Schedules have been developed. Next steps will be to sit down with custodial/maintenance staff to review and update them so they are ready for fall implementation.
- A long-term facilities plan guiding capital projects, ensuring proactive upgrades instead of reactive fixes.
- A documented preventative maintenance schedule is in place and followed.
 - Equipment life cycles are tracked
 - I am currently building a master list of our main equipment that we currently own in order to build a master preventative maintenance list and calendar. We have a shared Google Calendar for building and grounds that will be a focal point for this schedule that is being developed. This way the tasks can be assigned specifically to a staff member and be put on the shared calendar with an invite to their calendar. I have used it with some other items this year putting deadlines on projects to hold us accountable for completion. This will also be used for summer projects.

#2 - COMMUNICATION

- Communication Plan
 - Develop a district plan that is followed and used to consistently communicate with all stakeholders
 - Identify channels of communication that are easily accessible and consistently used within the district.
 - Clean up and use of district communication tools (i.e. thrillshare/Apptegy, district calendar events (Apptegy), rSchool Activities Calendar
 - We are in the transition phase of moving to Bound. We currently have access to the site and are building our system. We meet weekly working through the transition plan preparing our site to go live this summer.
 - We have continued to build the backside of Bound in preparation of a 'Go Live' date of July 1, 2026. We currently have our fall schedule, coaching staff and

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assignments, and preferences set. This is a continual work in progress as Bound has a transition site in which we have weekly training and tasks to complete.

- Board of Education
 - Provide weekly/biweekly updates to the board with relevant information
 - Weekly updates
 - Clear and open communication allowing for feedback and input
 - Adjusting board agendas based on feedback from board members, creating of superintendent evaluation based on feedback, policy updates
 - Committee meetings are now going to be set in Sparq and will track agendas. This provides transparency in what is being discussed during meetings.
 - May 11, 2026 working meeting seeking input for the purpose of updating & reviewing 3 policies.
- Students & Parents
 - Utilize district wide communication tools and social media to provide timely information as it relates to consistent communication for students and parents
 - Clean up and use of district communication tools (i.e. thrillshare/Apptegy, district calendar events (Apptegy), rSchool Activities Calendar
 - District Newsletter
 - CTE Stakeholder Survey was sent out to all 7-12 students and families seeking input on our current programming. This was included in our ReVISION ReFRESH process that was submitted to the NDE.
 - Be visible and approachable to students, parents, and community members
 - Attendance at school and community events (Movie night, flag football, youth basketball, and school activities)
 - We have worked hard to have a presence at as many activities as possible throughout the school year. We will continue to support our students in the programs in which they participate.
 - Continued attendance at school activities throughout the school year.
- Staff & Administration
 - Be visible and approachable to administration and staff

#3 - BUDGET

- Develop and maintain a fiscally responsible budget

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- Capital Improvement Schedule
 - Short & Long-term Planning - Replacement Schedule through the use of a capital improvement schedule
 - The Transportation Schedule has been updated with current vehicles.
 - Uniform Replacement Schedule - updated and followed.
 - We are continuing to work through the ESCO process to replace aging HVAC systems while being fiscally responsible to the patrons.
 - 2026-2027 Budget Development
 - NASB Amplified Budget Workshop - April 8, 2026
- Proactively monitor and analyze impact of school finance and budgetary issues as a result of legislative actions and other contributing factors.
 - I am monitoring current legislation through the information shared via NCSA, NRCSA, and NASB. A shared folder has been created with all legislative information updated as it is received.
 - Continued to monitor legislation throughout the Legislative Session to monitor prospective bills and budget impact. This was communicated through weekly updates and superintendent reports.
- Continue to build cash reserve
 - Manage and build depreciation funds
 - We currently have only spent 26% of the budget. I will continue to monitor spending and aim to underspend where possible.
 - We have spent 40.92% of the budget and invested \$702,000 in CD's for a period of 7 months.
- Look for and apply for grant/alternative funding when appropriate
 - AASA Grant for flexible seating in commons area - The AASA had limited funds this year and we didn't receive the grant. We will continue to look for other local and federal grants.
 - We will continue to look for alternative ways to fund district projects and purchases as they come available.
 - REAP Grant - technology
 - I have attended a Zoom Meeting with a National Transportation Company that provides grants for electrical vehicles. Unfortunately, the district commitment makes this not a feasible option.