

**SUPERINTENDENT PERFORMANCE EVALUATION  
2022-2023 SCHOOL YEAR**

Superintendent: Will Nelson

Director: Susie Deyo

Date: 9/13/2022

**Standard 2 – Instructional Leadership:** The superintendent is an educational leader who improves learning and achievement for each student by advocating, nurturing, and sustaining a district culture conducive to student learning and staff professional growth.

**Strand 1 – Putting student learning at the center.** The Superintendent has created a 5-year plan that includes: Equity, SEL, UDL, and PLCs

Performance Rating

Unsatisfactory: has made little or no progress toward goal

Basic: has made substantial progress toward goal

Proficient: has fully achieved goal

Distinguished: has attained goal far beyond expectations

**Themes**

- A. Advocates for student learning as the district’s highest priority.
- B. Promotes the systematic improvement of curriculum, instruction, and assessment.
- C. Assures that district policies, practices, and resources support student learning.
- D. Promotes values, beliefs and behaviors that create an organizational culture devoted to student learning.
- E. Gives a high priority to reducing achievement gaps by demonstrating improvement in academic performance. Measurement?

**Measurable evidence:**

- A. **The PLC process is designed for teachers to have time (late-start Wednesdays) to dive into student data (such as iReady, Smarter Balanced Assessments, WA-Aim, DIBELS, SDQ, WIDA, WAKids, etc.) which drives adjustments to teaching and learning practices in order to improve student growth. Within our five-year plan, this first year we will implement PLC processes so that instructional teams utilize grading and mastery-based feedback on priority standards and make data-based decisions to improve student growth.**
- B. **New Math Curricula Implementation:**

**Our first year implementing the new math curriculum with fidelity we will see student growth in math as measured by the i-Ready diagnostic (individual growth, strand data, etc.).**

**C. Actionable Use of Data:**

**Instructional staff and leadership will utilize available tools to analyze district, school, class, and individual data to make instructional decisions that lead to student growth.**

**Comments:**

**Standard 2 – Instructional Leadership:** The superintendent is an educational leader who improves learning and achievement for each student by advocating, nurturing, and sustaining a district culture conducive to student learning and staff professional growth.

<p><b>Strand 2 – Evaluation and professional development.</b> The Superintendent is implementing a new Evaluations and ProDev (Professional Development) platform. Evaluations will house and track/monitor district-wide all-staff evaluations. ProDev will house and track/monitor district-wide training offerings.</p>	Performance Rating
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**Themes**

- A. Focuses evaluation and professional development on the improvement of student learning.
- B. Implements effective procedures for staff evaluation.
- C. Develops systematic strategies for using professional development to improve student learning.
- D. Personally models effective professional development.
- E. Builds leadership capacity to improve student learning.

**Measurable evidence:**

- A. We are transitioning to Evaluations and offering professional development. We will report on the number of teaching staff on Comprehensive, Focused, and how many distinguished, proficient, basic, and unsatisfactory scores are received across our district. We will also provide a summary report for our classified staff. This reporting will be done in August.
- B. We are implementing ProDev this year, which will house and monitor/track all professional development for our district. I will report on the number of professional development opportunities and the number of staff who participated.
- C. I am actively engaged in professional learning myself (doctoral degree), and also actively instruct in professional learning within our district. I will report on the number of professional learning opportunities and how many staff attended.

**Comments:**



**Standard 3 – Effective Management:** The superintendent is an educational leader who improves learning and achievement for each student and employee by ensuring management of the organization, operations, and resources for a safe, effective, and humane learning environment.

<b>Strand 1 – Effectively and efficiently manages district operations.</b> The Superintendent...	<b>Performance Rating</b>
	Unsatisfactory: has made little or no progress toward goal
	Basic: has made substantial progress toward goal
	Proficient: has fully achieved goal
Distinguished: has attained goal far beyond expectations	

- Themes**
- A. Uses a continuous improvement process for implementing, monitoring, evaluating, and improving district operations.
  - B. Effectively manages fiscal resources in accord with board priorities and instructional improvement.
  - C. Strategically manages human resources to support instructional improvement and other district goals.
  - D. Effectively manages key elements of district operations.
  - E. Develops system for assuring that employee performance meets district expectations.

Measurable evidence:

- A. I have created a Cabinet, a core group of administrators who oversee most aspects of our district. I have scheduled weekly meetings with this group to foster improved systems district-wide. I am also in the process of instituting district-wide evaluations for district office staff who do not get evaluated through the LEA or PSE evaluation systems. This provides opportunities for mastery-based feedback. Complete/Not Complete
- B. I am constantly talking with the Board about our financial position, and the need to advocate with our legislators for a fully-funded and fully-staffed proto-typical funding model, along with fully funding special education, transportation, and food services. Additionally, I have been talking about the need to advocate for bond passage rates at simple majority. Advocacy at state and federal levels.

- C. We have a growth area in managing district operations. We have a need for restructuring current staffing levels to meet the needs of grounds, maintenance, and custodial areas. We have instituted Asset Essentials, and I will use reports out of Asset Essentials to show the number of requests submitted for Operations staff to address and the percentage completed along with the amount of time it took to complete the request. We are also looking at calculating the cost associated to complete each work request. Work Order Reports from Asset Essentials.
- D. I will continue to place priority on the functional capability, upkeep, appearance of district facilities. Metrics for this?

Comments:

**Standard 4 – Inclusive Practice:** The superintendent is an educational leader who improves learning and achievement for each student by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.

<b>Strand 1 – Collaborating with families and community members.</b> The Superintendent...	<b>Performance Rating</b>
	Unsatisfactory: has made little or no progress toward goal
	Basic: has made substantial progress toward goal
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- Themes**
- A. Develops two-way communication strategies to reach families, and other individuals, agencies, or groups in the community.
  - B. Develops strategies to involve families and community members in the educational process.
  - C. Develops strategies for constructive resolution of conflicts with families and community members.
  - D. Mobilizes community resources to support district goals.
  - E. Assists board in planning, conducting, and building support for levy and bond campaigns.

- Measurable evidence:
- A. Last year we implemented Remind, a two way communication platform – I will report on Remind usage. Cabinet is also meeting once a month in our Candid Conversations in the Community – I will provide the number of people who attended. We also attended the Swinomish Back to School Bash where we saw almost every Swinomish student and their family who attends La Conner Public Schools. Number of Remind Messages sent/received. Number of Listening Sessions with Staff and Community. Number of Constant Contact Communications.
  - B. I will be using strategies from the book Just Schools, to engage in the work of the Equity procedure; the procedure will be the outcome.
  - C. Attendance at community and school events (sporting events, town council, in the community, opening of the library, NAPAC)

Comments:



**Overall Comments:**

Overall Rating: \_\_\_\_\_

Signatures:

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Board Chair

\_\_\_\_\_  
Date

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Date