

Board of Education Work Session

March 28, 2022 7:00 PM

Board Room, Central Services Building

14801 S 108 St

Springfield, NE 68059-4925

Agenda

- I. Meeting Roll Call
- II. Notice of Open Meetings Act - Posted
- III. Public Comment
- IV. Items for Discussion (Discussion Only)
 - IV.A. Current Construction Project Updates- Springfield Elementary and Westmont Elementary
 - IV.B. Construction Manager at Risk process for upcoming projects
 - IV.C. Softball Co-Op Update
 - IV.D. Proposed Washington DC/NYC Trip Update
 - IV.E. Legislative Session Update
 - IV.F. Spring/Summer Board Retreat
- V. Action Items
 - V.A. Certified Contract for Brittney Brunswig for the 22-23 School Year
 - V.B. Certified contract for Kristine Bielenberg for 2022-23 School Year
 - V.C. Certified Contract for Kaitlyn Knox for the 22-23 School Year
 - V.D. Resignation of Paul Ketchen
 - V.E. Contract Approval for Coordinator of Special Events
 - V.F. NASB Superintendent Evaluation
- VI. Future Planning
- VII. Adjourn

Springfield Platteview Community Schools - 2022 Projects

| Item | Description | Dates (Updated) |
|---------|--|------------------------|
| Meeting | BOE meeting - Adopt CM@R process for 2022 Projects | Monday, April 11, 2022 |

CM@R Request for Proposals

| | | |
|--------------------|--|--------------------------------|
| Notice | RFP notice - to newspaper | Omaha World Herald |
| Publication | Newspaper publish - RFP notice (OWH) | Tuesday, April 19, 2022 |
| Notice | PLF email - notice to selected CM@R firms | Tuesday, April 19, 2022 |
| Meeting | CM@R pre-proposal conference (not mandatory) | TBD |
| Deadline | CM@R proposals DUE | Thursday, May 19, 2022 |

CM@R Selection Committee Meetings

| | | |
|----------------|---|----------------------------------|
| Notice | Meeting notice (1st Selection Committee mtg) to newspaper (Leader-Times-Breeze) | |
| Publication | Newspaper publish - 1st Selection Committee meeting notice | Wednesday, May 25, 2022 |
| Meeting | 1st Selection Committee meeting | May 31, June 1 or 2, 2022 |

| | | |
|----------------|---|------------------------------|
| Notice | Meeting notice (2nd Selection Committee mtg) to newspaper (Leader-Times-Breeze) | |
| Publication | Newspaper publish - 2nd Selection Committee meeting notice | Wednesday, June 1, 2022 |
| Meeting | 2nd Selection Committee meeting & interviews | June 7, 8, or 9, 2022 |

School Board Meetings - CM@R

| | | |
|----------------|---|------------------------------|
| Notice | Meeting notice (BOE regular meeting) to newspaper (Leader-Times-Breeze) | |
| Publication | Newspaper publish - BOE Meeting Notice | Wednesday, June 8, 2022 |
| Meeting | BOE meeting - to receive Selection Committee recommendation | Monday, June 13, 2022 |

| | | |
|----------------|---|------------------------------|
| Notice | Meeting notice (BOE special meeting) to newspaper (Leader-Times-Breeze) | |
| Publication | Newspaper publish - BOE Meeting Notice | Wednesday, June 22, 2022 |
| Meeting | BOE meeting - to approve CM@R contract | Monday, June 27, 2022 |

TEACHER'S CONTRACT

THIS CONTRACT is made by and between the Board of Education of Sarpy County County School District 77-0046, commonly known as Springfield Platteview Community Schools, referred to herein as the "Board" and "District" respectively, and **Brittney Brunswig**, a legally qualified teacher, referred to herein as the "Teacher".

WITNESSETH: The Board agrees to employ Teacher above named in the schools of the District for a school year, which shall begin on or about August 10th, 2022, and conclude on or about May 25, 2023. Teacher accepts such employment at a salary based upon placement on step BA36/MA of lane 11 of the salary schedule.

FIRST: Teacher's salary shall be payable in 12 equal installments. The first installment shall be payable on the 20th day of September, 2022, and the remaining installments shall be payable on the 20th day of each month thereafter.

SECOND: Teacher will abide by the District's and Administration's policies, rules, regulations and directives and all state and federal statutes, rules, and regulations. Teacher's duties are subject to assignment by the Administration. Teacher agrees to devote full time during days of school to his/her position in all respects and to perform the assigned duties diligently and faithfully to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, Teacher may be assigned such "extra duty" assignments which shall be for such compensation as may be agreed upon by the District and Teacher or by Teacher's duly authorized bargaining agent.

FOURTH: A majority of the Board members may cancel, amend, or terminate this contract during its term for any of the following reasons:
(a) cancellation, termination, revocation or suspension of Teacher's certificate by the State Board of Education; (b) a breach of any material provision of this contract; (c) any reason set forth in this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) physical or mental incapacity; (i) immorality; and (j) any conduct that interferes substantially with the teacher's continued performance of duties. Cancellation, nonrenewal, termination, or amendment under this contract shall be governed by applicable provisions of Nebraska statute.

FIFTH: Upon termination of this contract for just cause, or upon Teacher's release from this contract, the compensation paid or to be paid hereunder shall be an amount that bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the contract year. Teacher shall refund any unearned fractional portion of an installment paid but not earned prior to termination of the contract.

SIXTH: Upon termination of this contract, Teacher shall immediately return all District property to the District.

SEVENTH: There shall be no penalty for release or resignation by the Teacher from this contract, provided no resignation shall become effective until the close of the school year unless it is accepted by the Board, which shall fix the time that the resignation is to take effect.

EIGHTH: This contract shall conform to the regulations governing deductions from the above-stated compensation with reference to withholding tax, social security, and any legally required deductions and deductions based on benefit elections. This contract is subject to the School Employee Retirement Act. Teacher shall be responsible to pay for damage to District property caused by the Teacher's reckless or intentional actions.

NINTH: Teacher affirms that he/she is not under contract with another school board or board of education within this state covering a part or all of the same time of performance as is contemplated by this agreement. Teacher affirms that he/she holds or will hold a valid Nebraska Teaching Certificate at the beginning of the term of this contract. This contract is not valid until said certificate is registered in the office of the Superintendent of Schools, and Teacher shall not be compensated for any services performed prior to the date of the registration.

TENTH: Teacher shall report to the District within 24 hours any arrest, criminal charge, or criminal conviction of Teacher. Teacher shall report to the District within 24 hours any filing against the Teacher under section 43-247 of the Nebraska statutes or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect.

ELEVENTH: The compensation set forth in this agreement shall be subject to such adjustments as the Board and Teacher or Teacher's duly authorized bargaining agent may agree upon from time to time.

TWELFTH: Teacher's failure to return a signed copy of the contract to the Superintendent of Schools or Secretary of the Board of Education of the District on or before March 16, 2022 shall constitute a rejection of this offer of employment.

THIRTEENTH: Other Contract Terms: [THESE MAY INCLUDE TERMS SUCH AS RESIGNATION DEADLINES AND OTHERS NOT ALREADY COVERED BY THE COLLECTIVE BARGAINING AGREEMENT].

By: Brittney Brunswig
Teacher

Date: 3/16/2022

By: _____
Board President

Date: _____

Attest: _____
Board Secretary

Date: _____

TEACHER'S CONTRACT

THIS CONTRACT is made by and between the Board of Education of Sarpy County School District 77-0046, commonly known as Springfield Platteview Community Schools, referred to herein as the "Board" and "District" respectively, and **Kristine Bielenberg**, a legally qualified teacher, referred to herein as the "Teacher".

WITNESSETH: The Board agrees to employ Teacher above named in the schools of the District for a school year, which shall begin on or about August 10, 2022, and conclude on or about May 25, 2023. Teacher accepts such employment at a salary based upon placement on step BA36/MA of lane 11 of the salary schedule.

FIRST: Teacher's salary shall be payable in 12 equal installments. The first installment shall be payable on the 20th day of September, 2022, and the remaining installments shall be payable on the 20th day of each month thereafter.

SECOND: Teacher will abide by the District's and Administration's policies, rules, regulations and directives and all state and federal statutes, rules, and regulations. Teacher's duties are subject to assignment by the Administration. Teacher agrees to devote full time during days of school to his/her position in all respects and to perform the assigned duties diligently and faithfully to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, Teacher may be assigned such "extra duty" assignments which shall be for such compensation as may be agreed upon by the District and Teacher or by Teacher's duly authorized bargaining agent.

FOURTH: A majority of the Board members may cancel, amend, or terminate this contract during its term for any of the following reasons:

(a) cancellation, termination, revocation or suspension of Teacher's certificate by the State Board of Education; (b) a breach of any material provision of this contract; (c) any reason set forth in this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) physical or mental incapacity; (i) immorality; and (j) any conduct that interferes substantially with the teacher's continued performance of duties. Cancellation, nonrenewal, termination, or amendment under this contract shall be governed by applicable provisions of Nebraska statute.

FIFTH: Upon termination of this contract for just cause, or upon Teacher's release from this contract, the compensation paid or to be paid hereunder shall be an amount that bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the contract year. Teacher shall refund any unearned fractional portion of an installment paid but not earned prior to termination of the contract.

SIXTH: Upon termination of this contract, Teacher shall immediately return all District property to the District.

SEVENTH: There shall be no penalty for release or resignation by the Teacher from this contract, provided no resignation shall become effective until the close of the school year unless it is accepted by the Board, which shall fix the time that the resignation is to take effect.

EIGHTH: This contract shall conform to the regulations governing deductions from the above-stated compensation with reference to withholding tax, social security, and any legally required deductions and deductions based on benefit elections. This contract is subject to the School Employee Retirement Act. Teacher shall be responsible to pay for damage to District property caused by the Teacher's reckless or intentional actions.

NINTH: Teacher affirms that he/she is not under contract with another school board or board of education within this state covering a part or all of the same time of performance as is contemplated by this agreement. Teacher affirms that he/she holds or will hold a valid Nebraska Teaching Certificate at the beginning of the term of this contract. This contract is not valid until said certificate is registered in the office of the Superintendent of Schools, and Teacher shall not be compensated for any services performed prior to the date of the registration.

TENTH: Teacher shall report to the District within 24 hours any arrest, criminal charge, or criminal conviction of Teacher. Teacher shall report to the District within 24 hours any filing against the Teacher under section 43-247 of the Nebraska statutes or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect.

ELEVENTH: The compensation set forth in this agreement shall be subject to such adjustments as the Board and Teacher or Teacher's duly authorized bargaining agent may agree upon from time to time.

TWELFTH: Teacher's failure to return a signed copy of the contract to the Superintendent of Schools or Secretary of the Board of Education of the District on or before March 25, 2022 shall constitute a rejection of this offer of employment.

THIRTEENTH: Other Contract Terms: [THESE MAY INCLUDE TERMS SUCH AS RESIGNATION DEADLINES AND OTHERS NOT ALREADY COVERED BY THE COLLECTIVE BARGAINING AGREEMENT].

By: Kristine Bielenberg Date: 3/27/22
Teacher

By: _____ Date: _____
Board President

Attest: _____ Date: _____
Board Secretary

TEACHER'S CONTRACT

THIS CONTRACT is made by and between the Board of Education of Sarpy County County School District 77-0046, commonly known as Springfield Platteview Community Schools, referred to herein as the "Board" and "District" respectively, and **Kaitlyn Knox**, a legally qualified teacher, referred to herein as the "Teacher".

WITNESSETH: The Board agrees to employ Teacher above named in the schools of the District for a school year, which shall begin on or about August 10, 2022, and conclude on or about May 25, 2023. Teacher accepts such employment at a salary based upon placement on step BA36/MA of lane 6 of the salary schedule.

FIRST: Teacher's salary shall be payable in 12 equal installments. The first installment shall be payable on the 20th day of September, 2022, and the remaining installments shall be payable on the 20th day of each month thereafter.

SECOND: Teacher will abide by the District's and Administration's policies, rules, regulations and directives and all state and federal statutes, rules, and regulations. Teacher's duties are subject to assignment by the Administration. Teacher agrees to devote full time during days of school to his/her position in all respects and to perform the assigned duties diligently and faithfully to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, Teacher may be assigned such "extra duty" assignments which shall be for such compensation as may be agreed upon by the District and Teacher or by Teacher's duly authorized bargaining agent.

FOURTH: A majority of the Board members may cancel, amend, or terminate this contract during its term for any of the following reasons:
(a) cancellation, termination, revocation or suspension of Teacher's certificate by the State Board of Education; (b) a breach of any material provision of this contract; (c) any reason set forth in this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) physical or mental incapacity; (i) immorality; and (j) any conduct that interferes substantially with the teacher's continued performance of duties. Cancellation, nonrenewal, termination, or amendment under this contract shall be governed by applicable provisions of Nebraska statute.

FIFTH: Upon termination of this contract for just cause, or upon Teacher's release from this contract, the compensation paid or to be paid hereunder shall be an amount that bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the contract year. Teacher shall refund any unearned fractional portion of an installment paid but not earned prior to termination of the contract.

SIXTH: Upon termination of this contract, Teacher shall immediately return all District property to the District.

SEVENTH: There shall be no penalty for release or resignation by the Teacher from this contract, provided no resignation shall become effective until the close of the school year unless it is accepted by the Board, which shall fix the time that the resignation is to take effect.

EIGHTH: This contract shall conform to the regulations governing deductions from the above-stated compensation with reference to withholding tax, social security, and any legally required deductions and deductions based on benefit elections. This contract is subject to the School Employee Retirement Act. Teacher shall be responsible to pay for damage to District property caused by the Teacher's reckless or intentional actions.

NINTH: Teacher affirms that he/she is not under contract with another school board or board of education within this state covering a part or all of the same time of performance as is contemplated by this agreement. Teacher affirms that he/she holds or will hold a valid Nebraska Teaching Certificate at the beginning of the term of this contract. This contract is not valid until said certificate is registered in the office of the Superintendent of Schools, and Teacher shall not be compensated for any services performed prior to the date of the registration.

TENTH: Teacher shall report to the District within 24 hours any arrest, criminal charge, or criminal conviction of Teacher. Teacher shall report to the District within 24 hours any filing against the Teacher under section 43-247 of the Nebraska statutes or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect.

ELEVENTH: The compensation set forth in this agreement shall be subject to such adjustments as the Board and Teacher or Teacher's duly authorized bargaining agent may agree upon from time to time.

TWELFTH: Teacher's failure to return a signed copy of the contract to the Superintendent of Schools or Secretary of the Board of Education of the District on or before March 31, 2022 shall constitute a rejection of this offer of employment.

THIRTEENTH: Other Contract Terms: [THESE MAY INCLUDE TERMS SUCH AS RESIGNATION DEADLINES AND OTHERS NOT ALREADY COVERED BY THE COLLECTIVE BARGAINING AGREEMENT].

By: Kaitlyn Knox
Teacher

Date: 3/23/2022

By: _____
Board President

Date: _____

Attest: _____
Board Secretary

Date: _____



Agreement For Services

Springfield Platteview Community Schools is entering into an agreement with Jodi Kohl as a Coordinator of Special Events to include the following services for the district:

- Meet with the Director of Public and Community Relations/Superintendent at least once monthly to coordinate special events and fundraising as needed by the Board of Education and the Superintendent.
- Coordinate Special Events including but not limited to Back to School Event and Employee Banquet Event
- Other activities as needed by the Superintendent, Board of Education, and Director of Community and Public Relations.

This agreement is valid from April 1, 2022 to December 31, 2022.

This agreement will be reviewed annually beginning in November of each year.

Payment Terms: The District will be billed for 9 months at a rate of \$1,395.13 on the 1st day of each month for an annual total of \$12,556.21. Payment for services will be mailed out the day after the Regular Board of Education meeting, which is the 2nd Monday of each Month.

All expenses related to travel, cell phone use, etc are included in the costs of the agreement. Use of an SPCS district laptop, iPad, copiers and other equipment/materials related to district events are available through the district in kind.

Signatures below indicate acceptance of agreement by all parties.

Dr. Ryan Saunders, Superintendent

Jodi Kohl

Date

Date



NASB STANDARD
SUPERINTENDENT
EVALUATION





Standard I: Mission, Vision, & Goals

Standard Descriptor: The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

| | | Excellent | Good | Average | Fair | Poor | Unsure |
|------|---|-----------|------|---------|------|------|--------|
| I.a. | Works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals. | | | | | | |
| I.b. | Assumes the key leadership role and responsibility for growth and improved student learning. | | | | | | |
| I.c. | Seeks input from the board when appropriate. | | | | | | |
| I.d. | Engages internal stakeholders (i.e. administration, staff, students) and external stakeholders (i.e. parents, community) in the discussion of long-term plans and goals. | | | | | | |
| I.e. | Effectively utilizes data to guide and monitor progress of district goals. | | | | | | |
| I.f. | Implements and monitors progress of the district/strategic plan. | | | | | | |
| I.g. | Identifies and proactively addresses potential barriers to ensure the success of the school district. | | | | | | |
| | Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • District strategic plan/district goals • Plan for implementing, monitoring and reporting progress of strategic plan/district goals • School improvement plan (including updates/assessment of progress and modifications) • School improvement teams • Superintendent performance plan aligned with district priorities and indicators to measure progress and success • Student performance data • Engagement/communication plan • Meeting agendas/minutes | | | | | | |
| | If you were to suggest one improvement to Mission, Vision, and Goals for the upcoming year, what would it be? | | | | | | |





Standard II: Policy

Standard Descriptor: The superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

| | | Excellent | Good | Average | Fair | Poor | Unsure |
|-------|---|-----------|------|---------|------|------|--------|
| II.a. | Works with the board to review, update and adopt effective and purposeful district policy. | | | | | | |
| II.b. | Governs consistently through board policy and administrative protocol and procedures. | | | | | | |
| II.c. | Provides public access to district policy. | | | | | | |
| II.d. | Ensures all handbooks are aligned to district policy. | | | | | | |
| II.e. | Implements a policy to ensure curriculum is reviewed and aligned with current state standards. | | | | | | |
| II.f. | Ensures student discipline is implemented with integrity and consistency. | | | | | | |
| II.g. | Personnel policies are clear and implemented consistently. | | | | | | |
| II.h. | Monitors administrators' implementation of policy and procedures. | | | | | | |
| | Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • District adopted policy review process/calendar • Progress/updates of the board's work with policy • Policy committee minutes • Curriculum review policy • Meeting agendas/minutes | | | | | | |
| | If you were to suggest one improvement to Policy for the upcoming year, what would it be? | | | | | | |

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





Standard III: Budget Planning & Management

Standard Descriptor: The superintendent provides organizational leadership district-wide to ensure fiscal responsibility by allocating, using, and investing district resources to support effective instruction and improved student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

| | | Excellent | Good | Average | Fair | Poor | Unsure |
|--------|--|-----------|------|---------|------|------|--------|
| III.a. | Upholds fiscal responsibility and accountability. | | | | | | |
| III.b. | Leads a collaborative board and administrative budget planning process to align resources with the district mission, vision, and goals. | | | | | | |
| III.c. | Utilizes data, research, and informed decision-making to support the allocation of district resources. | | | | | | |
| III.d. | Updates board with historical and current budget data to monitor revenue and expenditures. | | | | | | |
| III.e. | Ensures that the district completes an annual CPA audit and discloses findings to the finance committee/board. | | | | | | |
| I.f. | Advocates for and pursues innovative solutions to improve and expand fiscal and human resources. | | | | | | |
| II.g. | Ensures the maintenance and upkeep of facilities. | | | | | | |
| | <p>Provide evidence to support your choices above.</p> <p><i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Budget strategic/district goals • Professional development plan • Monthly budget reports • Quarterly expenditure updates • District audit • Management and use of alternative resources (i.e. ESU funding, all grant applications, etc.) • Five/Ten-year facility plan • Budget development calendar/board • Financial policies • Forecast financial data | | | | | | |
| | If you were to suggest one improvement to Budget Planning and Management for the upcoming year, what would it be? | | | | | | |





Standard IV: Educational Leadership

Standard Descriptor: The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current/applicable curriculum and assessments to support student success.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

| | | Excellent | Good | Average | Fair | Poor | Unsure |
|-------|--|-----------|------|---------|------|------|--------|
| IV.a. | Advocates for the learning needs of all students. | | | | | | |
| IV.b. | Promotes a student-centered culture. | | | | | | |
| IV.c. | Advocates for the engagement of parents/families as partners in the education of students. | | | | | | |
| IV.d. | Ensures curricular and instructional decision-making is based upon current research, data, and best practice. | | | | | | |
| IV.e. | Provides the time and resources to align curriculum vertically, horizontally, and to the state standards. | | | | | | |
| IV.f. | Provides comprehensive coursework and opportunities to ensure college/career readiness for every student. | | | | | | |
| IV.g. | Ensures the district-adopted instructional framework is implemented consistently. | | | | | | |
| IV.h. | Integrates the district-adopted instructional framework into certificated staff evaluations. | | | | | | |
| IV.i. | Advocates for curriculum and instruction that challenges each student. | | | | | | |
| IV.j. | Optimizes alignment of resources, curriculum, and assessments to support student success. | | | | | | |
| IV.k. | Provides integrated technology curriculum and resources. | | | | | | |
| | Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • District strategic plan/district goals • School improvement plan (including assessment of progress and modifications) • School improvement teams • District calendar • Curriculum review cycle plan and updated policy for curriculum and assessment review • Curriculum review committee minutes • Student performance data and goals • Data to support instruction strategies and student-centered initiatives • Curriculum/programs additions/modifications • Instructional model | | | | | | |
| | If you were to suggest one improvement to Educational Leadership for the upcoming year, what would it be? | | | | | | |

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





Standard V: Organizational & Cultural Leadership

Standard Descriptor: The superintendent provides cultural leadership through accountability, inclusiveness, engagement, and advocacy for staff and students.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

| | | Excellent | Good | Average | Fair | Poor | Unsure |
|------|--|-----------|------|---------|------|------|--------|
| V.a. | Contributes to a unified school environment of trust and respect among students, staff, families, and community members. | | | | | | |
| V.b. | Develops, implements, and sustains a responsive district crisis and safety plan. | | | | | | |
| V.c. | Commits to developing a high-performing leadership team. | | | | | | |
| V.d. | Ensures a purposeful and equitable recruiting and hiring process. | | | | | | |
| V.e. | Integrates an effective conflict resolution process to address matters in a purposeful and timely manner. | | | | | | |
| V.f. | Promotes a culture of shared expectations and mutual accountability. | | | | | | |
| V.g. | Provides leadership to support the health and well-being of staff and students. | | | | | | |
| V.h. | Promotes an environment where differing opinions and backgrounds are welcomed and embraced among staff and students. | | | | | | |
| | Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • Conflict resolution process • Leadership development plan • Professional development plan • Crisis and safety plan • Executive summary of the safety audit • Hiring protocols and procedures • Evidence to validate engagement of parents/families • Diversity, equity and inclusion initiatives • Personnel policies | | | | | | |
| | If you were to suggest one improvement to Organizational and Cultural Leadership for the upcoming year, what would it be? | | | | | | |

Standard VI: Community Relations

Standard Descriptor: The superintendent establishes and sustains effective communication to inform and engage the board, parents, students, staff, local and state government officials, community members, and business leaders.

Please indicate what you feel is the most accurate descriptor to the following statements.





The Superintendent . . .

| | | Excellent | Good | Average | Fair | Poor | Unsure |
|-------|--|-----------|------|---------|------|------|--------|
| VI.a. | Establishes a visible presence in the district and community. | | | | | | |
| VI.b. | Regularly attends and participates in school activities, events, and programs. | | | | | | |
| VI.c. | Interacts and expresses genuine interest in building a connection with students. | | | | | | |
| VI.d. | Develops collaborative partnerships to foster support for the school district. | | | | | | |
| VI.e. | Effectively communicates key public information in a timely manner. | | | | | | |
| VI.f. | Promotes a positive image of the district. | | | | | | |
| VI.g. | Understands and is respectful of the political, economic, and social aspects of the community. | | | | | | |
| VI.h. | Seeks a positive relationship with parents and community members. | | | | | | |
| VI.i. | Engages special interest groups to work collaboratively to address concerns and opinions that may present conflict. | | | | | | |
| | <p>Provide evidence to support your choices above.</p> <p><i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Community engagement summary/report • District partnerships and initiatives established to provide resources and support • Partnership support received through the district foundation, scholarships, grant monies, etc. • Inter-local agreements • District annual report • Communications designed by and distributed to generate support of the district • Membership and participation with civic, community and state organizations • Meeting invitations/agendas | | | | | | |
| | If you were to suggest one improvement to Community Relations for the upcoming year, what would it be? | | | | | | |

Standard VII: Professional Leadership

The superintendent models and demonstrates professional leadership, ethics, and a commitment to growth and improved instruction and learning for staff and students.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

Excellent Good Average Fair Poor Unsure





| | | | | | | | |
|--------|--|--|--|--|--|--|--|
| VII.a. | Models positive and professional leadership based upon ethics, trust, integrity, and respect. | | | | | | |
| VII.b. | Addresses concerns and opinions with respect and confidence. | | | | | | |
| VII.c. | Provides professional development for you to fulfill your responsibilities and grow in your position. | | | | | | |
| VII.d. | Provides an effective evaluation process with constructive feedback. | | | | | | |
| VII.e. | Exemplifies a life-long learning model to grow personal and professional knowledge. | | | | | | |
| VII.f. | Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area. | | | | | | |
| VII.g. | Establishes clear and consistent expectations for staff. | | | | | | |
| | <p>Provide evidence to support your choices above.</p> <p>*Suggested supplemental evidence for this standard includes but is not limited to:</p> <ul style="list-style-type: none"> • Memberships • Professional development activities (including, but not limited to conferences, workshops, committee work, studies, research, and published works) • Educational growth plan (professional goals and development) • Leadership team development plan • District staff professional development plan | | | | | | |
| | If you were to suggest one improvement to Professional Leadership for the upcoming year, what would it be? | | | | | | |

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





Standard VIII: Board-Superintendent Relations

The superintendent collaborates with the board to define district expectations, policies, and goals to support instruction and student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

| | | Excellent | Good | Average | Fair | Poor | Unsure |
|---------|---|-----------|------|---------|------|------|--------|
| VIII.a. | Maintains an appropriate and professional relationship with the board. | | | | | | |
| VIII.b. | Keeps all board members informed with consistent and open communication. | | | | | | |
| VIII.c. | Demonstrates support and respect for the board and refrains from public criticism of the board. | | | | | | |
| VIII.d. | Demonstrates collaborative problem solving and decision-making. | | | | | | |
| VIII.e. | Supports board committee work as part of effective board decision-making. | | | | | | |
| VIII.f. | Collaboratively supports or opposes, local, state and/or federal legislation impacting the district. | | | | | | |
| | Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • Superintendent performance plan/goals • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes | | | | | | |
| | If you were to suggest one improvement to Board-Superintendent Relations for the upcoming year, what would it be? | | | | | | |





Superintendent’s Response:

Superintendent Evaluation Summary

The superintendent should identify no more than four performance areas on which to focus their growth professionally. Note: Targeting in excess of four performance areas will make it difficult for the individual to address the areas adequately. When his/her performance is at a high-level, sustaining, refining, and replicating the performance is the goal. Follow through will ensure the success of the superintendent and the board.

The Performance Plan should consist of:

- goals (**what** must he/she do to achieve the objective or what is the intended result)
- performance indicators (**how** will the board measure progress and/or success)
- timeline (**when** will progress/success be assessed or completion date)
- signature (once the Performance Plan has been completed and reviewed the board president and superintendent will both sign and date placing a copy in the superintendent’s personnel file and a copy will be retained by the board president)

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.

| | |
|-------------------------------|--------|
| (Signature of Superintendent) | (Date) |
|-------------------------------|--------|

| | |
|--------------------------------|--------|
| (Signature of Board President) | (Date) |
|--------------------------------|--------|



Administration

Superintendent's Evaluation

The Superintendent shall be evaluated twice during the first year of employment and at least once annually thereafter. The evaluation instrument to be used in the evaluation of the Superintendent shall be in the form established by the Board of Education from time to time.

Date of Adoption: November 8, 2010



***Future Planning
March, 2022***

Week of

3/28/22 Board Work Session 7pm

4/1/22 NSBA National Conference

4/11/22 Policy Committee 6:00pm
Finance Committee 6:30pm
Regular Board Meeting

4/20/22 Day 60 Of Legislative Session

4/25/22 Board Work Session 7pm

5/9/22 Site Committee 6:00pm
Finance Committee 6:30pm
Regular Board Meeting