

Performance Levels:

The following designations will be used to indicate the progress of a superintendent toward the seven standards and their indicators:

- Exemplary:** Exceeds the standard
- Accomplished:** Meets the standard
- Developing:** Makes growth toward meeting the standard
- Growth Required:** Area(s) required to be addressed in the Professional Growth Plan

Superintendent Summative Evaluation 2016-2017				
Standard	Exemplary	Accomplished	Developing	Growth Required
<p>1. Strategic Leadership The superintendent creates conditions that result in strategically reimagining the district's vision, mission and goals to ensure that every student who graduates from high school is globally competitive in postsecondary education and the workforce, and is prepared for life in the 21st century.</p> <p>The superintendent creates a community of inquiry that challenges the community to continually repurpose itself by building on the district's core values and beliefs about the preferred future and then developing a vision.</p>	<p><input type="checkbox"/></p> <p>Comments/Evidence</p> <ul style="list-style-type: none"> • Implementation of Leader In Me in elementary schools and transition into middle school. • Junior Achievement planned for upcoming school year to create workforce ready students. • Board meeting procedure set to ensure stakeholders to be present. • Mission and vision planning involves stakeholders through use of meetings and surveys • Board member attendance in conferences • Leadership team meetings monthly • Professional learning 	<p><input type="checkbox"/></p> <p>Comments/Evidence Click here to enter text.</p>	<p><input type="checkbox"/></p> <p>Comments/Evidence Click here to enter text.</p>	<p><input type="checkbox"/></p> <p>Comments/Evidence Click here to enter text.</p>

Superintendent Summative Evaluation 2016-2017

Standard	Exemplary	Accomplished	Developing	Growth Required
	<p>communities meetings with teachers as needed</p> <ul style="list-style-type: none"> •Classroom and school walkthroughs •PBIS implementation district wide • Review of TELL goals •Involved in CDIP goal planning with all stakeholders •Provides leadership to direct staff toward focusing on mission and vision •Meets with leadership admins to discuss assessment results •Conducts leadership retreat •CCR increase •Works with schools to set goals •Achievement gaps addressed in CSIP and CDIP •School Readiness Team- attend early childhood council meetings •Commissioner of Education Advisory Council Member •Districtwide CEP 			

Superintendent Summative Evaluation 2016-2017

Standard	Exemplary	Accomplished	Developing	Growth Required
<p>2. Instructional Leadership The superintendent supports and builds a system committed to shared values and beliefs focused on teaching and learning where performance gaps are systematically eliminated over time and every student graduates from high school college- and career-ready.</p>	<p><input type="checkbox"/></p> <p>Comments/Evidence • Implemented thinking strategies coaching • Plans and implements use of google for communication • Increase in student learning • Meets with principals to review test data • PD plans are developed, reviewed and approved • CCR Goals are monitored- increased from 67% to 75% • District Leadership team meetings held monthly • Implements and plans staff PD according to staff input, needs assessments and from data • Models high expectations • Highly visible in buildings • Examined and created Novice Reduction Plan for schools and district • Butler County Virtual Learning</p>	<p><input type="checkbox"/></p> <p>Comments/Evidence</p>	<p><input type="checkbox"/></p> <p>Comments/Evidence</p>	<p><input type="checkbox"/></p> <p>Comments/Evidence</p>

Superintendent Summative Evaluation 2016-2017

Standard	Exemplary	Accomplished	Developing	Growth Required
<p>3. Cultural Leadership The superintendent understands and acts on the important role a system's culture has in the exemplary performance of all schools.</p> <p>The superintendent understands the people in the district and community, how they came to their current state, and how to connect with their traditions in order to move them forward to support the district's efforts to achieve individual and collective goals. While supporting and valuing the history, traditions and norms of the district and community, the superintendent must be able to improve the district culture, if needed, to align the work of adults with the district's goals of improving student learning and infusing the work with passion, meaning and purpose.</p>	<ul style="list-style-type: none"> •Sunset Academy •Partnership with SKYTech <p><input checked="" type="checkbox"/> Comments/Evidence</p> <ul style="list-style-type: none"> •Leadership PLC Meetings •Builds relationships with parents, students and community members •Shared vision with community and a shared growth mindset for entire community •Attends chamber meetings, open house, Veterans Day Program and school day/evening events •Staff input on decisions by survey monkey by parents and community •Develops summer leadership agenda •Works with principals to provide parent involvement events •Participation in Leading to Learn 	<p><input type="checkbox"/> Comments/Evidence</p>	<p><input type="checkbox"/> Comments/Evidence</p>	<p><input type="checkbox"/> Comments/Evidence</p>

Superintendent Summative Evaluation 2016-2017

Standard	Exemplary	Accomplished	Developing	Growth Required
	<p>Grant with GRREC Growing out own Administrators • Use of google drive to share leadership meeting notes and calendar of events • Discusses with leadership team district vision and mission and remains focused on both</p> <ul style="list-style-type: none"> • Creates advisory groups as needed • Recognizes staff and students at board meetings • TEAM concept portrayed throughout district • Acts to provide support and service throughout district • Emails notes of encouragement and appreciation for job done • Celebrates successes with leadership team through words of encouragement and providing a meal • Opening Day Breakfast • Culture Surveys through Advanced Education • Twitter account 			

Superintendent Summative Evaluation 2016-2017

Standard	Exemplary	Accomplished	Developing	Growth Required
<p>4. Human Resource Leadership The superintendent ensures the district is a professional learning community with processes and systems in place that result in recruitment, induction, support, evaluation, development and retention of a highly effective, diverse staff.</p> <p>The superintendent uses distributed leadership to support teaching and learning, plans professional development and engages in district leadership succession planning.</p>	<input type="checkbox"/> <p>Comments/Evidence</p> <ul style="list-style-type: none"> •Staffs according to district need •New teacher orientation and training and support •Ongoing support for new hires •Utilizes TELL data and VALEd Survey •Seeks PD for administrators and staff as needed •Job fair participation with district representation •Mentoring within district as needed 	<input type="checkbox"/> <p>Comments/Evidence</p>	<input type="checkbox"/> <p>Comments/Evidence</p>	<input type="checkbox"/> <p>Comments/Evidence</p>
<p>5. Managerial Leadership The superintendent ensures that the district has processes and systems in place for budgeting, staffing, problem solving, communicating expectations and scheduling that organize the work of the district and give priority to student learning and safety. The superintendent must solicit resources (both operating and capital), monitor their use and assure the inclusion of all stakeholders in decisions about resources so as to meet the 21st century needs of the district.</p>	<input type="checkbox"/> <p>Comments/Evidence</p> <ul style="list-style-type: none"> •Provides financial information to board •Incorporates leadership meetings monthly to analyze and act on needs of district •Policy and procedure updates and revisions are discussed as needed •Models and implements effective technology use •Monitors budget and attendance concerns •Reviews employee, 	<input type="checkbox"/> <p>Comments/Evidence</p>	<input type="checkbox"/> <p>Comments/Evidence</p>	<input type="checkbox"/> <p>Comments/Evidence</p>

Superintendent Summative Evaluation 2016-2017

Standard	Exemplary	Accomplished	Developing	Growth Required
<p>6. Collaborative Leadership The superintendent, in concert with the local board of education, designs structures and processes that result in broad community engagement with support for and ownership of the district vision.</p> <p>Acknowledging that strong schools build strong communities, the superintendent proactively creates, with school and district staff, opportunities for parents, community members, government leaders and business representatives to participate with their investments of resources, assistance and goodwill.</p>	<p><input type="checkbox"/> school and student handbooks • Attends CDIP meetings and offers input • Partners with outside agencies WKU, SkyTech</p> <p><input type="checkbox"/> Comments/Evidence</p> <ul style="list-style-type: none"> • Weekly school walkthroughs • Attends school faculty meetings • Partners with WKU for dual credit • Partners with WKU for Chinese program • Communicates with other superintendents • Speaks and attends community meetings.... Chamber, local businesses, United Way, court 	<p><input type="checkbox"/> Comments/Evidence</p>	<p><input type="checkbox"/> Comments/Evidence</p>	<p><input type="checkbox"/> Comments/Evidence</p>
<p>7. Influential Leadership The superintendent promotes the success of teaching and learning by understanding, responding to and influencing the larger political, social, economic, legal, ethical and cultural context. From this knowledge, the superintendent works with the board of education to define mutual expectations, policies and goals to ensure the academic success for all students.</p>	<p><input type="checkbox"/> Comments/Evidence</p> <ul style="list-style-type: none"> • Attends civic organization meetings • Guest speaker at RD meetings • Builds relationships with local legislators and politicians • Frequently shares progress of schools • Serves on various 	<p><input type="checkbox"/> Comments/Evidence</p>	<p><input type="checkbox"/> Comments/Evidence</p>	<p><input type="checkbox"/> Comments/Evidence</p>

Superintendent Summative Evaluation 2016-2017

Standard	Exemplary	Accomplished	Developing	Growth Required
	boards- Boys and Girls Club •Serves on local advisory committee- LIM •Meets with city and county officials, PVA•Reviews and discusses KSBA policies •Attends Frankfort KBE• Meets with local school councils, SBDM •KASS •attends Frankfort legislative meetings			

Overall Comments:

Overall, the Board of Education is pleased with Mr. Howard's leadership. The time he spends above and beyond the office hours within the community, showing support to and for the students, families and staff in the Butler County school system is very much appreciated by all. The Board recognizes that even with an excellent evaluation, there are still goals for continuous improvement and have set some goals with Mr. Howard for the 2017-2018 school year. The goals are as follows: 1. Continue to work to ensure that all facilities and policies within the district are as safe as possible and that there will be continuous monitoring of the safety systems in efforts to keep students and staff as safe as possible. 2. Take the lead on working toward re-accreditation with advanced Education this year.3. Continue to support and direct the leadership of administrators and staff within the district to continue to work together to motivate, support and provide opportunities for students and families within the district.

Amy S Hood

Board Chair

Date: 7-18-17

Paul [Signature]
Timothy [Signature]
Deborah [Signature]

Scott Howard

Superintendent

Date: 7-18-17