

Evaluation of the Superintendent Summary Report Clark County Board of Education April 19th, 2021

The Board of Education of the Clark County Public school district has completed the annual evaluation of Superintendent, Paul Christy, for the 2020-2021 school year. The past year has been very challenging one for education in our school district due to the Covid-19 global pandemic. Three of the 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/challenges this past year.

The evaluation focused on seven standards of performance for the district agreed on by the Board and Superintendent.

Superintendent Paul Christy received the following ratings and comments:

1. Strategic Leadership – **Developing**

- a. *Minimal to poor communication on the Districts Plan during Covid-19*
- b. *He has showed tremendous leadership, open mindedness and empathy for the students, parents, and staff in the School district.*

2. Instructional Leadership – **Developing**

- a. *Financial decisions appear to be more focused on facilities, security, and athletics rather than on academics.*
- b. *Mr. Christy made sure our teachers were trained during the 2020 summer break to be more verse in Google classroom to provide the most effective virtual learning environment possible.*

3. Cultural Leadership - **Meets the Standard**

- a. *The Superintendent continues to support the cultural differences we have in our district by employing bilingual teachers.*
- b. *I am unaware of any district wide training on diversity, equity, and inclusion.*

4. Human Resource Leadership – **Developing**

- a. *The Superintendent must engage regularly and often with leadership at all levels and there is little evidence to support meaningful engagement.*
- b. *Mr. Christy and his staff all came together during a crisis and worked together for the betterment of our Students and Teachers.*

5. Managerial Leadership – **Meets the Standard**

- a. *No district wide testing has been developed to determine where are students are in virtual learning, how big are the learning gaps?*
- b. *He understands the importance of each indicator and communicates effectively to the Board on each one. Three indicators specifically are Safety procedures, Facilities, and the Budget Process.*

6. Collaborative Leadership – **Developing**

- a. *The Parent Survey's last year were not timely or effective in gathering the necessary information to make informed timely decisions. At one point, we were asking parents to adjust their schedules week by week.*
- b. *Mr. Christy has really encouraged a team approach during this pandemic and his staff has rallied behind him.*

7. Influential Leadership – **Developing**

- a. *Clark county was one of the last counties in Kentucky to get back to school in person. Mr. Christy did not make education a top priority as other counties did. We should never make education an option as we did last year.*
- b. *Mr. Christy works with local and State officials to make sure our district is represented. He is very willing to find common ground for the betterment of the district.*

The board will be working with Mr. Christy over the next several weeks to develop goals for our district for the **2021-2022** School year. We look forward to working together to make our school district successful.

Clark County Board of Education

Chairperson

Date