

2015-16 SUMMATIVE SUPERINTENDENT EVALUATION

The 2015-2016 school year was the third in Mr. Paul Christy's tenure as superintendent of the Clark County School System. The 2015-16 school year was the second year for the district operating with new facilities and a new grade structure, necessitating global changes in both certified and classified staffing patterns. While the transition was largely successful and was welcomed by the community, several problem areas remained at the end of the 2015 school year. Mr. Christy was able to direct district resources towards some of the problem areas, and, at this writing, has made progress in remediation in several areas.

The main focus of Mr. Christy's evaluation can be found under the Superintendent Leadership Plan, which is attached. The plan has a summative evaluation in seven distinct leadership areas, as well as 44 sub-indicators, which provide an opportunity for evaluation in more specific areas. The Board has rated Mr. Christy on each of the 7 standards and on each of the 44 indicators, and provided commentary on each. It is hoped that this evaluation will provide an accurate validation of Mr. Christy's strengths, will identify opportunities for improvement, and highlight areas for professional and personal growth. In general, the Board appreciates the work Mr. Christy has done in continuing to move the district forward.

The Board reviewed goals established for Mr. Christy during the 2015 evaluation process. The Board notes that many of these have been accomplished successfully. Goals shown in green have been accomplished or are being worked on, those shown in red have not been accomplished. New goals generated during the current evaluation process are shown in blue. The details of each goal are found below:

Standard 1: Strategic Leadership

- Implement recently approved strategic plan, vision, and mission – **Significant progress, school and district websites need to be kept up to date and should be more functional and informative**
- Make the District Improvement Plan more of a driving force for improvement in the district – **Progress, good to see gap plans as part of student achievement reports, all CDIP measures include costs**
- Develop financial priorities for the district with the CDIP in mind – **Share needs lists for all schools with Board so superintendent and Board can jointly establish financial priorities**

- NEW – Schedule quarterly work sessions between Board and Superintendent to make Board more aware of current district initiatives and needs and improve communication between Board and Superintendent
- NEW - School and district websites should contain up to date email links to facilitate communication within the district and with the district and the community, as well as up to date staff listings

Standard 2: Instructional Leadership

- Develop personal academic expertise – needs to provide evidence of continuing education specific to the area of curriculum and instruction
- More closely monitor instructional programs in individual schools – progressing, need to continue to be a presence in the schools
- Develop a comprehensive IT plan for the district – done, in process of implementation, monitor effectiveness of implementation
- NEW – Develop more emphasis on improvement in writing skills throughout the district

Standard 3: Cultural Leadership

- Increase staff recognition – accomplished, better recognition at Board meetings and on line, on line accolades need to be kept up to date
- Increase community engagement and support for district efforts – progressing, public opinion of schools is generally positive
- Develop a district-wide culture that furthers its mission and values – mission and values defined through strategic plan, district culture being developed with student learning as a priority
- NEW – Work on developing a sense of unity amongst elementary schools

Standard 4: Human Resource Leadership

- Apply continuous quality improvement processes to create a more pro-active evaluation system for classified staff – plan to be submitted for Board approval
- The above process should be able to provide timely and effective remediation for individuals whose performance is below the expected standards – to be developed
- NEW – Develop and present to the Board an organizational flow chart

Standard 5: Managerial Leadership

- Perform a district needs assessment and develop priorities which integrate with the CDIP and budget – **share needs list with board so it can work with superintendent on determining priorities**
- Develop a comprehensive IT plan for the district – **done, in process of implementation**
- Continue to improve district communication with all stakeholders, especially the community – **progressing**
- NEW – **Present a balanced budget to the Board, also add more details to MUNIS accounts so that the Board can keep better track of receipts and expenditures**
- NEW – **Discuss with the Board the future use of properties not named priority 1 on the current district facility plan**

Standard 6: Collaborative Leadership

- Re-establish connections with the business community to ensure that the district's graduates possess the skills that local employers need – **ongoing, work with employers to make sure our students possess the qualities and skills employers are needing**
- NEW - **consider regular meetings between school system and employers to make sure district graduates have the skills that local employers need**

Standard 7: Influential Leadership

- Become an influential leader and a force for positive change in the community – **some progress, has been able to effectively communicate cultural changes in district to the community at large**
- NEW – **Discuss the effect of proposed and new legislation on the district at regular Board meetings**

The Board would like to thank Mr. Christy for all of the hard work he has done over the past year, and looks forward to continuing to work with him to improve the Clark County School District and with it, the community at large.