

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 <i>Click here to enter year.</i>				
Standard	Exemplary <input type="checkbox"/>	Accomplished <input type="checkbox"/>	Developing <input type="checkbox"/>	Growth Required <input type="checkbox"/>
<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>Comments/Evidence <input type="checkbox"/> <i>Mr. Smith has created educational opportunities for student pathways, (partnership with Gateway and NKU) as well as opportunities to pursue direct career pathways, to ensure students are college/career ready to transition to successful adults in a 21st century world. He has also begun, through teacher training and support, to build capacity throughout all grade levels to develop classrooms that foster the learning/thinking skills that are essential in the 21st century.</i></p>	<p>Comments/Evidence <input type="checkbox"/> <i>Click here to enter text.</i></p>	<p>Comments/Evidence <input type="checkbox"/> <i>Click here to enter text.</i></p>	<p>Comments/Evidence <input type="checkbox"/> <i>Click here to enter text.</i></p>

Superintendent Summative Evaluation *Click here to enter year.*

Standard	Exemplary <input type="checkbox"/>	Accomplished <input type="checkbox"/>	Developing <input type="checkbox"/>	Growth Required <input type="checkbox"/>
<p>2. <u>Instructional Leadership</u> 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>Comments/Evidence <input type="checkbox"/> Mr. Smith conducts weekly instructional leadership meetings and has demonstrated visionary leadership in the development of the “Bellevue Classroom”. He has also instituted Navigo student meetings that both he and certified staff conduct to assist students in defining their career pathways.</p>	<p>Comments/Evidence <input type="checkbox"/></p>	<p>Comments/Evidence <input type="checkbox"/></p>	<p>Comments/Evidence <input type="checkbox"/></p>
<p>3. <u>Cultural Leadership</u> 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>	<p>Comments/Evidence <input type="checkbox"/> Mr. Smith has fostered, attends, and has achieved an active partnership with the Bellevue High School Alumni Association and Bellevue Educational Foundation. He has reached out to community leaders and has developed a much improved relationship with the City of Bellevue. Mr. Smith attends many school and community functions such as athletic events, Born Learning, and Future’s</p>	<p>Comments/Evidence <input type="checkbox"/></p>	<p>Comments/Evidence <input type="checkbox"/></p>	<p>Comments/Evidence <input type="checkbox"/></p>

Superintendent Summative Evaluation *Click here to enter year.*

Standard	Exemplary	Accomplished	Developing	Growth Required
<p>4. <u>Human Resource Leadership</u> 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>	<p>Day at Grandview Elementary. <input type="checkbox"/></p> <p>Comments/Evidence <input type="checkbox"/> Mr. Smith has utilized new tools for recruitment of highly qualified educators and partnered with the BOE in order to provide the opportunity for three National Board Certification Scholarships. In addition, he has consulted with both staff and the Leadership Team to provide Professional Development that effectively meets the needs of our educators. Mr. Smith fosters a culture of continuing collaborative growth.</p>	<p>Comments/Evidence <input type="checkbox"/></p>	<p>Comments/Evidence <input type="checkbox"/></p>	<p>Comments/Evidence <input type="checkbox"/></p>
<p>5. <u>Managerial Leadership</u> 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>	<p>Comments/Evidence <input type="checkbox"/></p>	<p>Comments/Evidence <input type="checkbox"/> By utilizing the recent Safe Schools Assessment, Mr. Smith has overseen the implementation of keyless entry and other safety measures to ensure an environment for students and staff that is safe and conducive to learning. Mr Smith has done an</p>	<p>Comments/Evidence <input type="checkbox"/></p>	<p>Comments/Evidence <input type="checkbox"/></p>

Superintendent Summative Evaluation *Click here to enter year.*

Standard	Exemplary	Accomplished	Developing	Growth Required
		<p>exceptional job with wise expenditures by “thinking outside the box”. BISD will enter the 2016-17 school year with an 8% contingency.</p>		
<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 align="right"><input type="checkbox"/></p> <p>Comments/Evidence Mr. Smith plays an active role in NKCES, collaborates with Newport Schools, Advisory Board/Superintendent Meetings, and has successfully implemented the first Business Engagement Tour to Bellevue High School. This has resulted in internships and opportunities to be mentored by professionals in the students’ potential careers.</p>	<p align="right"><input type="checkbox"/></p> <p>Comments/Evidence</p>	<p align="right"><input type="checkbox"/></p> <p>Comments/Evidence</p>	<p align="right"><input type="checkbox"/></p> <p>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 align="right"><input type="checkbox"/></p> <p>Comments/Evidence Mr. Smith provides excellent communicates with BOE. He meets and communicates frequently with local</p>	<p align="right"><input type="checkbox"/></p> <p>Comments/Evidence</p>	<p align="right"><input type="checkbox"/></p> <p>Comments/Evidence</p>	<p align="right"><input type="checkbox"/></p> <p>Comments/Evidence</p>

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	<p>community leaders. Mr. Smith met with State Rep. Dennis Keene on behalf of BISD in January, as well as maintaining a productive working relationship with him. At this Spring's NKY Excellence in Education dinner and celebration, Mr. Smith facilitated and presented the high school student initiated and led musical performance by the Grandview Elementary Quartet. This overwhelmingly fulfilled a 2015 commitment Mr. Smith made to have the BISD represented at the 2016 Excellence in Education event.</p>			

Overall Comments:

Mr. Smith embodies BISD's Core Values: Honoring the Past, Embracing the Present, and Securing the Future. He is a role model for ethical professionalism. not only for BISD's staff, but also for students. He actively and collaboratiavely works with our staff to create a culture of high expectations, innovative practices, and engaging experiences that will prepare our students to become productive, successful members of society. Mr. Smith has embraced our community and region, always conscious of our top priority—the students and families of Bellevue.

 Board Chair
 Date: _____

 Superintendent
 Date: _____