

MANCOS RE-6 SCHOOL DISTRICT
Board of Education Evaluation of the Superintendent
Dated January, 2022 to December, 2022

EVALUATION PROCESS & TIMELINE

Step 1: Self-evaluation to be completed by Superintendent, along with the goal setting process with provision to President of the Board no later than November 30th.

Step 2: Self-evaluation completed by the Superintendent to be provided to the Board of Director members, no later than December 7th for their review and use in process below.

Step 3: Evaluation forms to be completed by the currently elected Board of Director members in December of each calendar year. All forms should be provided to the President of the Board, or designated board member, no later than December 31st for the compilation of a master evaluation by no less than two current Board members, or more as designated by the President of the Board.

Step 4: Annual evaluation presented to Superintendent every January to include discussion of combined (master) evaluation and Superintendents self-evaluation. The discussion of goals set forth by Board and Superintendent to begin in January presentation.

Step 5: Agreed upon goals for the Superintendent shared with discussion no later than February Board of Directors meeting.

Step 6: Mid-Year Goals Review to be completed by Board of Directors with Superintendent at the July Board of Directors meeting, i.e. work session, annually. This review will be related to the goals previously set and documented in Jan/Feb. Furthermore, an update should be provided related to the evolution of goals in written form, including any data applicable, and should be provided in written form to the Board of Directors no later than two weeks prior to the June/July Board Meeting.

INSTRUCTIONS FOR SUPERINTENDENT

1. Complete all performance ratings by selecting the appropriate rating, as defined below, and recording it in the Superintendent Rating column on pages 3-4. When selecting your rating, please remember the following:
 - A strong command (3) indicates that there is an effective command meeting the standard with desired outcomes appropriately demonstrated.
 - For 0 or 4 (unknown or distinguished command) you must provide specific feedback in Superintendent comments.
 - For 1, 2, or 3 ratings: feedback isn't required in the comments, but you should be prepared to discuss the rationale for your rating during the January Board of Directors meeting.
 - Ratings should be whole numbers (e.g. 3 is OK but not 3.5).
2. Draft at least four goals, preferably one per standard if applicable, that you would like to see addressed and/or accomplished for the upcoming year on page(s) 6-7.
3. Forward the completed appraisal form to the President of the Board of Directors no later than November 30th.

INSTRUCTIONS FOR BOARD OF EDUCATION

1. After receiving the appraisal copy from the Superintendent, complete all performance ratings by selecting the appropriate rating, as defined below, and recording it in the Board of Directors (BOD) Rating column on pages 3-4. When selecting your rating, please remember the following:
 - A strong command (3) indicates that there is an effective command meeting the standard with desired outcomes appropriately demonstrated.
 - For 0 or 4 (unknown or distinguished command) you must provide specific feedback in Board of Director comments.
 - For 1, 2, or 3 ratings: feedback isn't required in the comments, but you should be prepared to discuss the rationale for your rating during the January Board of Directors meeting.
 - Ratings should be whole numbers (e.g. 3 is OK but not 3.5).
2. Review, revise and/or expand upon the Superintendents goals, as provided on page(s) 6-7.
3. Forward the completed appraisal form to the President of the Board of Directors no later than December 31st.

PERFORMANCE EVALUATION RATING DEFINITIONS

<p>SCORE VALUE 4 Distinguished Command (DC) Accomplished</p>	<p>Clear and exemplary demonstration of objective being met, exceeding expectations, and accomplishing goal related to the domain. This can be demonstrated through analytics, scores, engagement, feedback, and related data.</p>
<p>SCORE VALUE 3 Strong Command (SC) Effective</p>	<p>Expectations met in a clear, demonstrated, concise fashion. Domain and/or goal is being met with appropriate resources, actions and the outcomes are easily and recognizably demonstrated through data and feedback.</p>
<p>SCORE VALUE 2 Moderate Command (MC) Developing</p>	<p>The domain and/or goal is beginning to develop. A vision combined with resources, actions and additional engagement can be observed, however the measurement may be difficult to effectively quantify at this stage. The goal is in a development phase yet.</p>
<p>SCORE VALUE 1 Limited Command (LC) Ineffective</p>	<p>Little evidence exists of the objective being met, implemented or effective. There is no easy way to determine actions, outcomes or feedback related to said domain.</p>
<p>SCORE VALUE 0 Unknown Command (U) No Data Existing</p>	<p>No evidence exists of the objective being attempted, implemented or effectiveness.</p>

Ratings: Distinguished Command (DC), 4; Strong Command (SC), 3; Moderate Command (MC), 2; Limited Command (LC), 1; or Unknown Command (U) 0

**STANDARD A:
INSTRUCTION AND ACHIEVEMENT**

**SUPERINTENDENT
RATING**

**BOD
RATING**

A1: Adequately follows through with continual communications on Mancos RE-6 Strategic Plan and standards;			
A2: Use instructional coaching strategies to ensure the highest quality system of curriculum, instruction and assessment, while maximizing collaboration and preparation time;			
A3: Continually developing and/or ensuring high-quality instruction, ensuring quantified student academic achievement and growth with a commitment to the whole child;			
A4: Collect and use data to identify growth, goals, assess organizational effectiveness and promote organizational learning;			
A5: The superintendent with principals will analyze student data to ensure growth and achievement for all students;			
<p>Summary Commentary:</p> <ul style="list-style-type: none"> Mr. Cordrey has done a great job improving communication of the Strategic Plan and aligned standards to the board. The monitoring reports have become more thorough and therefore, the board has better insight into how the plan is being implemented (or not) and the results. As the reports are refined, the board will be looking forward to more comprehensive data/evidence to support growth and achievement. Mr. Cordrey has created a strong, innovative plan for improving instruction through various initiatives: FLC Instructional Program, Pathways, and MTSS. While these initiatives are still in their infancy and many of the objectives are not yet measurable, the board is impressed with Mr. Cordrey's foresight, execution, and accomplishments. The board has a duty to review any new curriculum. We ask that Mr. Cordrey is diligent in bringing new instruction to the board for assessment. 			

**STANDARD B:
CULTURE AND HUMAN RESOURCES**

**SUPERINTENDENT
RATING**

**BOD
RATING**

B1: Developing a culture of intentional, collaborative and continual learning, while maintaining professional staff leadership, integrity and productivity;			
B2: Maintain a regular presence in district buildings to ensure quality and remain current in understanding the needs of those you serve;			
B3: Participates and ensures a system of professional development and district activities available as allowable, while representing and setting the professional expectations desired of the district as a whole;			

B4: Develops leaders adequately fluent in conflict resolution and Instructional Coaching, while encouraging collaboration and continuous improvement, with the ability to accept criticisms and respond appropriately;			
B5: Provide an effective system of recruiting, hiring, placement and dismissing continually supported by a staff performance system that is fair, equitable and provides on-going observation and feedback;			

Summary Commentary:

- Mr. Cordrey has made important and effective staff changes to create a strong leadership team. His own professionalism and productivity have set a high standard for the district. While we have seen staff turnover, we have also been impressed with the caliber of staff being recruited for key positions especially during a labor shortage. The board acknowledges the important groundwork being laid by Mr. Cordrey with the recruitment/retention committee and we look forward to hearing the committee's recommendations.
- Mr. Cordrey has implemented a standardized method of reviewing staff where no district-wide, formal system existed. Elements of this process include the RANDA observation tool and a formal exit interview process. Both elements are foundations to ensuring staff development and quality of educational practices.
- The board recognizes that Mr. Cordrey has inherited the district's cultural legacy and some professional relationships take more time. The board looks forward to seeing inroads made within the district, especially in the elementary school.
- The board looks forward to seeing the professional development calendar/plan that is aligned with district-wide initiatives (i.e. PBL, MMTSS, and Trauma Informed/SEL) and attended by all PK-12 district staff, with board inclusion wherever possible.

STANDARD C: MANAGEMENT AND BOARD RELATIONS	SUPERINTENDENT RATING	BOD RATING
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C1: Lead from policy and agreements; preparing all required reporting, managing all budgets and resources, while keeping accurate policy and records up to date; expected completion of a balanced budget each fiscal year;		
C2: Working to always improve and build systematic, effective communications across the district while ensuring expectations are always clearly communicated and understood by Board, Staff and Students.		
C3: Ensures leadership is aligned, engaged, and fully understands all district and board directives and policies; while always striving for a safe, orderly and supportive environment.		
C4: Aligned to a strategically framed board of education; advancing district excellence through a focus on the board's goals; makes sounds directives to the board;		
C5: Builds professional relationships with board members, keeping the board informed of district activities, progress and problems, and is receptive to board member feedback, criticism, ideas and suggestions;		

Summary Commentary:

- Mr. Cordrey's plan to bring the district into policy compliance was efficient and, under his direction, the board will now be able to review and/or create new policies with expediency. While there is some outstanding board work on policy, we are in a strong position to move forward.
- Mr. Cordrey's command of the fiscal health of the district is great. Monies brought in by his grant writing are aligned with the districts goals and have allowed our schools to scale-up essential programs.
- There has been a great effort by Mr. Cordery to develop strong relationships with board members and to keep the board informed of activities, staff meetings, and district issues. Mr. Cordrey has executed the district's goals with creativity and fidelity. The board encourages the superintendent to continue with regular, scheduled communication with the board.
- The board awaits to review the updated Crisis Response Plan that includes improved communication across the district.

D1: Advocates for the district through local, area and state opportunities while representing the district in a positive and professional manner;			
D2: Engages external constituents to build support and ownership;			
D3: Represents the District and Board appropriately and effectively in local/regional/state opportunities;			
<p>Summary Commentary:</p> <ul style="list-style-type: none"> • Mr. Cordrey has done an excellent job representing our district in many arenas: local, regional, and state. He has furthered our district's reputation throughout the region as campus of innovation through the Pathways Program and Mancos United. Our district initiatives were also highlighted on a state level through the CASB presentations. • The superintendent's facilitation of the board's linkage plan will be a key initiative to build solid community relationships. • The board acknowledges this is Mr. Cordrey's strongest work and they are grateful for the high standards he sets throughout all communities he works with. 			

Total Combined Scoring – 50.6
STRONG COMMAND

- 18 Total Scoring Line Items = 72 Overall Points
- 55 - 72 = Distinguished Command (DC)
- 38 - 55 = Strong Command (SC)
- 19 - 37 = Moderate Command (MC)
- 1 - 18 = Limited Command (LC)
- 0 = Unknown Command (U)