



SUPERINTENDENT EVALUATION FOR 2023-2024  
DOUGLAS COUNTY SCHOOL DISTRICT  
AUGUST 27<sup>TH</sup>, 2024

On June 18, 2024, the Board completed its annual evaluation of the Superintendent. It is the responsibility of the Board, under state statute, to make available to the public, if requested, the evaluation report as it relates to the Superintendent's performance in fulfilling the adopted school district objectives, fiscal management of the district, district planning responsibilities, and supervision and evaluation of district personnel. This evaluation report is in addition to the monitoring of the Superintendent in accordance with Board Policy BSL 1.4.

The evaluation was completed in compliance with Colorado law, District policy, and the employment contract between the District and the Superintendent and included both a written and an oral evaluation. This evaluation report is intended to provide a general overview of Ms. Kane's performance as Superintendent in the areas set forth above. The Board identified several areas of strength and successes achieved by the Superintendent, as well as professional growth and improvement areas to focus on in the upcoming year.

In the evaluation, the Board used an instrument entitled "Superintendent Job Performance Evaluation Summary" to evaluate Superintendent Kane in six evaluation standards: Operations, Organization, Personnel, Finances, Relationships, and Other Areas, each with subcategories aligned to Ms. Kane's job description as set forth in Board Policy CBA/CBC. The possible scores were as follows: Ineffective, Partially Effective, Effective, Highly Effective. The ratings were assigned a numeric value of 1-4, respectively.

Superintendent Kane received an overall score of Highly Effective.

**Operations:** The district scores for CMAS improved in every subgroup and is the highest scoring district on the front range. She has also done a great job with the READ Act. She is great at analyzing the data and providing the results to the Board. Superintendent Kane did a great job anticipating Artificial Intelligence in the upcoming years and partnered with Khanmingo. She regularly communicates with the Board with her Superintendent Updates, One on Ones and responding to emails received.

**Organization:** Superintendent Kane hired a new Chief of Staff to help alleviate some of the burden put on all of cabinet. Her cabinet runs efficiently, while remaining lean.

**Personnel:** TLCC scores are higher than 2022 and higher than state average. State of the District data shows that employees think DCSD is on the right track and that they are excited for the future. Community Linkage groups have had positive feedback when speaking about the

Superintendent. She implemented the MLO Plan immediately while communicating with staff. Finances: Superintendent Kane has an incredible knowledge of the District finances. She provides detailed reports to the Board and during Board meetings. The purchase of the new Parkglenn building and selling land are some of the memorable successes this past year. She has also prioritizes staff compensation and retention strategies.

Relationships: Superintendent Kane has spent a significant amount of time building the DCSD Brand by representing our district locally and at the state and national levels including CASE and Accountability Task Force. She didn't miss a board meeting and would also come to some of the Board Committee meetings. She has built relationships with other superintendents throughout the state. She maintains a positive relationship with administration.

The Board also identified some areas of professional growth and improvement for the Superintendent to focus on moving forward:

- Work on educating the community on building and maintenance needs (5B), if applicable
- Provide more analysis on student subgroups in monitoring reports and continue to focus on decreasing achievement gaps
- Manage financials to increase investments in our system rather, including in our overly-lean central administration to avoid district leadership burnout, rather than continuing to build the balance of one-time money
- Continue to engage the community, refine and actively communicate the plan for growth and decline
- Develop a student and staff survey in addition to parent survey
- Develop a strategic plan as the BoE develops their revised ends and executive limitations and how it will be measured
- Inform the community how decisions will be made with the feedback given

For the Douglas County School District R-1  
Board of Education

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Christy Williams, President