

SUPERINTENDENT EVALUATION SUMMARY FOR SCHOOL YEAR 2022-2023
DOUGLAS COUNTY SCHOOL DISTRICT

On June 20, 2023, 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 moving forward.

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 Effective in each of the standards and subcategories and demonstrated strength and success in many areas. From an operational and organizational standpoint, Superintendent Kane developed and implemented a strong entry plan, including organizing an effective and coordinated Cabinet to whom she has delegated matters for the efficient operation of the organization. She empowers Cabinet and building administrators to do their jobs and is quick to celebrate their accomplishments. She also takes responsibility in response to criticism. Finally, Superintendent Kane has provided strong oversight and leadership in the development of the Legacy and VALE campuses, including the delivery of alternative and career and technical education, and has undertaken efforts to prepare for and anticipate declining enrollment trends.

In terms of the personnel standard, Superintendent Kane listened to District employees and their representatives and recommended step and lane increases across job classifications. She and her staff implemented these salary increases and other short-term retention strategies to recruit and retain qualified employees. She also successfully led efforts to reclassify classified staff.

Superintendent Kane's oversight and understanding of District finances is one of her biggest strengths. She has a strong depth of knowledge in school finance and is able to clearly answer questions about, and provide the "why" in support of, her recommendations for the District budget. She provides guidance to

building administrators in the development of their site-based budgets but lets their priorities lead their decision-making.

In terms of her relationships with the Board and the community, Superintendent Kane has diligently attended all Board meetings and is able to answer Board questions accurately and in a timely manner. She has represented the District well within Colorado, in particular at meetings for the bond and mill levy override ballot initiatives, for which she gathered a number of endorsements. She communicates about District achievements with the Board and the community and answers each email that she receives personally.

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

- Increase delegation of work to Cabinet members.
- Development of long-range vision for District education, including what students will need to be successful in 5-10 years.
- Communicate more specifically about District successes, particularly in the area of student achievement.
- Improvement in climate and culture of the district including development of a systemic approach to support educators in responding to reports of bullying, racism and discrimination, development of reporting structures for students, and development of metrics to evaluate growth on these initiatives.
- Create and implement professional development opportunities for educators, including professional development to address racism and other forms of discrimination in schools.
- Offer increased work session opportunities to the Board in connection with the development of the annual budget.
- Develop metrics to evaluate whether funding formula is improving student achievement.
- Balance time invested in meeting with and responding to individual Board members.
- Deliver meeting agendas and meeting materials to Board well in advance of each meeting.
- Work with Board to develop interpretation of Executive Limitations and metrics to evaluate attainment of Board Ends within such Executive Limitations.
- Improve shared understanding of delineation between board business and superintendent business under policy governance model.

Overall, Superintendent Kane has provided strong leadership for the District and has made great strides in achieving the District's objectives, managing District finances, and supervising District personnel. The Board appreciates Ms. Kane's commitment to the District and her desire to focus on the identified areas of growth and improvement.

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

Mike Peterson, President

4891-2982-1035, v. 1