

Agenda of Meeting

The Board of Trustees Marathon ISD

Preparing Each Student for a Successful Future as a Lifelong Learner

A Meeting of the Board of Trustees of Marathon ISD will be held February 26, 2025, beginning at 5:00 PM in the Marathon High School Library.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. Call Meeting to Order
- II. Pledge of Allegiance to the American and Texas Flags
- III. Board Prayer and Moment of Silence
- IV. Public Comment
- V. Closed Meeting in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551, Subchapters D and E.
 - a. Personnel Matters. Tex Govt. Code Section 551.074 2
Superintendent's Mid-Year Evaluation
- VI. Open Meeting
 - a. Personnel Matters. Tex Govt. Code Section 551.074
- VII. Adjourn
- VIII. Closed Meeting in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551, Subchapters D and E.
 - a. Personnel Matters. Tex Govt. Code Section 551.074 13
Superintendent's Mid-Year Evaluation

The Marathon ISD seven-member Board of Trustees is focused on student achievement and the overall success of the school district.

Superintendent Evaluation Form

2024-2025

Name: _____

Date: _____

Hire Date: _____

PART 1: JOB RESPONSIBILITIES

RATING SCALE

NIA	Not Applicable	Not Applicable
A	Clearly Outstanding	Performance is consistently far superior to what is normally expected
B	Exceeds Expectations	Performance demonstrates increased proficiency and is consistently above expectations
C	Meets Expectations	Performance meets expectations and presents no significant findings
D	Below Expectations	Performance is consistently below expectations and significant findings exist
F	Unsatisfactory	Performance is consistently unacceptable

STANDARD #1: STUDENT PERFORMANCE - CLOSING THE GAP

Performance Indicators:

Item#	Criterion Statement	Score
1.1	Pre - 2 students will maintain score level or make at least one year of growth in Reading and Mathematics by May 2022.	
1.2	Scores 3-12 students will meet or exceed standards on state/national assessments by May 2022.	
1.3	Analyze Midyear Benchmarks to assess student needs.	
1.4	Students taking STAAR/Assessments that do not meet or exceed are monitored and provided with additional assistance.	
1.5	Sets priorities in the context of improving student achievement.	
1.6	Articulates and promotes high expectations for teaching and student learning.	

OVERALL SCORE:

Additional/Comments: _____

STANDARD #2: STUDENT PERFORMANCE - GRADUATION RATE

Performance Indicators:

2.1	MISD will maintain 100% graduation rate.	
2.2	MISD will receive College, Career, Military, Readiness (CCMR) guidance and counseling through the 2021-2022 school year.	
2.3	All 10 th and 11 th Scorers will take the PSAT Test	
2.4	All 11 th and 12 th Scorers will take the SAT Test, and will receive guidance counseling on college admissions/scholarship opportunities.	
2.5	Superintendent will monitor students who graduate, assisting in CCMR support.	
2.6	Regular updates will be provided to the Board with CCMR and student updates.	

OVERALL SCORE: _

Additional/Comments: _____

STANDARD #3 A: SAFETY AND SCHOOL CLIMATE

A superintendent is an educational leader who promotes the success of all students by acting with integrity, fairness, and in an ethical manner.

Performance Indicators:

Item#	Criterion Statement	Score
3.1A	Ensures that policies and rules of local and state are observed and enforced. (i.e. Discipline Matrix)	
3.2A	Treats everyone with fairness.	
3.3A	Establishes practices to promote personal, physical, and emotional health.	
3.4A	Ensures safety of all students.	
3.5A	Implement monthly safety drills with students and staff.	
3.6A	Demonstrates respect for diversity in students, staff, and programs.	

OVERALL SCORE:

Additional/ Comments:

STANDARD #3 B: SCHOOL CLIMATE AND MANAGEMENT

Superintendent is an educational leader who promotes the success of all students by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.

Performance Indicators:

Item#	Criterion Statement	Score
3.1B	Monitors the distribution of district resources .	
3.2B	Provides direction and support of periodic review of curriculum and school policies, and procedures.	
3.3B	Complies with district personnel policies and procedures.	
3.4B	Demonstrates the ability to improve the staff through professional development opportunities.	
3.5B	Follow through on concepts as well as ideas, holding others accountable for completion of duties.	
3.6B	Effectively manages both the revenues and expenditures of the district budget.	
3.7B	Ensures facilities are maintained and upscored as necessary.	
3.8B	Effectively and consistently applies the legal requirements for personnel selection, retention, and dismissal.	
3.9B	Ensures that policies and rules are uniformly observed and enforced.	
3.10B	Implements and adheres to policy development on student discipline.	
3.11B	Formulates and implements plans for internal staff communication .	
3.12B	Provides Teachers, Staff, Students/Parents with mid-year and end-of-year survey that students feel safe and supported at MISD.	

OVERALL SCORE:

Additional/ Comments:

STANDARD #4: STAFF QUALITY

A superintendent is an educational leader who promotes the success of all students by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional development

Performance Indicators:

Item#	Criterion Statement	Score
4.1	Hires highly qualified teachers and facilitates in continual growth and development for new teachers.	
4.2	Evaluates and provides direction for improving school district programs.	
4.3	Examines student achievement data, disaggregates data and creates improvement plans.	
4.4	Provides leadership for assessing, developing and improving school environment and culture.	
4.5	Provides leadership encouragement, opportunities and structure for all staff to continually design additional effective teaching and learning experiences for all students.	
4.6	Evaluates and provides direction for improving instructional strategies.	
4.7	Develops and offers opportunities that respond to staff needs for professional development.	
4.8	Encourages and supports personal and professional development among staff.	
4.9	Demonstrates awareness of professional issues and developments in education.	

OVERALL SCORE: _

Additional/Comments:

STANDARD #5: STUDENT AND PARENT ENGAGEMENT

A superintendent is an educational leader who promotes the success of all students by collaborating with the school board, families and community members, responding to diverse community interests.

Performance Indicators:

Item#	Criterion Statement	Score
5.1	Provides leadership for improving parent, student, and community involvement in schools.	
5.2	Promotes, demonstrates, and supports clear two-way communication at all levels of the community school district.	
5.3	Formulates and implements plans for external communication, including communication of the school district priorities to the community and media.	
5.4	Participates in and attends school and community activities and events.	
5.5	Communicates directly with the parents in diverse circumstances in a timely manner.	
5.6	Attends regular District Advisory committee/PTO meetings and reports updates to the board.	
5.7	Serves as an articulate spokesperson for the welfare of all members of the learning community.	

OVERALL SCORE:

Additional/ Comments:

STANDARD #6: BOARD ENGAGEMENT AND COMMUNICATION

A Superintendent is an educational leader who promotes the success of all students facilitating the development, articulation, implementation, and stewardship of the vision of learning that is shared and supported throughout the school community, and board.

Performance Indicators:

Item#	Criterion Statement	Score
6.1	Formulates comprehensive school improvement strategies, goals, and change efforts with staff and community.	
6.2	Communicates with the board with weekly updates on school happenings.	
6.3	Provides the board with academic assessment updates, areas of growth, and remediation efforts to the board.	
6.4	Provides the board with teacher evaluation and teacher updates.	
6.5	Develops and revises as needed his own professional development plan for continued improved performance.	
6.6	Communicates clearly to the community about district issues and performance.	
6.7	Provides leadership with the board for defining superintendent and board roles mutual expectations, procedures for working together and formulating district policies.	
6.8	Communicates effectively with school community, parents, and board.	
6.9	Conducts oneself in an ethical, trustworthy, and professional manner in the school environment, board and community.	
6.10	Demonstrates integrity in all actions.	

OVERALL SCORE:

Additional Comments:

PART II - OVERALL SUMMARY

JOB RESPONSIBILITIES:	Clearly Outstanding A	Exceeds Expectations B	Meets Expectations C	Below Expectations D	Unsatisfactory F
Standard 1					
Standard 2					
Standard 3A					
Standard 3B					
Standard 4					
Standard 5					
Standard 6					
Summative Rating:					

Significant Achievements:

Areas for growth:

Superintendent Comments:

Board Comments:

1. The board is mandating the enrollment of a **board approved** mentor program to ensure growth, deadlines, student records, etc are not missed.
2. The board is also requesting a reputable state approved benchmark tool for all staff to utilize and provide findings to the board according to the target timeline.

Superintendent Signature : _____ Date: _____

Evaluation Period: _____ to _____

Board President Signature: _____ g _____ Date: _____

Remediation Target:

A remediation target should be identified for each standard or significant performance indicator identified and supported with evidence of unsatisfactory by a majority of board members. A separated target school be written for each performance indicator. The number of targets should be limited to no Additional than 5. The evaluator and superintendent should mutually agree on the target to be achieved, supporting evidence or measurable outcome, action plan, and timelines. The timelines should be completed according to the target timeline.

Remediation Target Number: A Date Target Developed: TBD

- A. Performance Indicator to be remediated
 - BOY Assessment Tests
 - MOY Assessment Tests
 - EOY Assessment Tests
 - Benchmark Tests
 - Continue to research further Indicators other than just scores.

- B. Remediation target including measurable outcome and timeline. (What do we want to accomplish?)

- C. Plan for achieving target:

- D. Evidence:

- E. Summary Rating: Outstanding Exceeds Expectations Meets Expectation

___ Below Expectations___ Unsatisfactory

Board Comments:

Superintendent Comments:

Superintendent Signature: _____ Date: _____

Board President Signature: _____ Date: _____

1. Work with school leaders to create a strategic vision for graduating students who are prepared for a range of postsecondary options.
2. Focus on policies and support services that will enhance our school's ability to achieve its own strategic vision and plan within the context of the district's vision.
3. Develop tools and processes that principals (Administrative Support) and teachers can use to ensure that instruction for all groups of students is aligned with college- and career-readiness standards.
4. Invest in high-quality professional development for the district staff, school Administration, Superintendent and teachers.
5. Lead schools to analyze a variety of data - beyond test scores - and discover the root causes behind student failure and struggles. To fully understand the causes of low achievement and low motivation, schools need Additional information about how students perceive their school experiences, the beliefs school faculty hold about students and about the purpose of the high school, and the ways in which at-risk students receive (or do not receive) extra help.
6. Give school Administrative Support real authority in the areas of staff selection, school scheduling, instructional programs, and use of and redirection of new and existing resources. While remaining the leader of the organization.
7. Consider working with an external school improvement provider to develop a strategic vision that can move the district forward.

8. Engage parents and the larger community in ongoing dialogue about the changes needed to prepare Additional students for success in high school, college, careers and citizenship.
9. As the Sole Administrator of a school of 75 students and faculty combined. You must put in the time, effort, and dedication to its success.

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