

Evaluation of Kyle Hebberd, Interim Superintendent, Custer County C-1 School District: Summary Report for School Year 2025-26

On January 27, 2026, the Custer County School Board completed its annual evaluation of the Superintendent in accordance with District policy and the Superintendent Contract. Under applicable law, the Board is required to make the evaluation report available to the public 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.

Toward this end, this evaluation summary is intended to provide a general overview of the Superintendent's performance as it relates to the areas set forth above. The Board has identified areas of strength as well as areas for professional growth and improvement moving forward.

The BOE assessment tool used for this evaluation was agreed upon by the BOE and Interim Superintendent Kyle Hebberd. The assessment consisted of six performance areas ranked on a scale of 1-5, with 5 being the highest score possible. This assessment includes an evaluation of Kyle Hebberd's performance to date and identification of focus areas for the remainder of the 2025-2026 academic year.

Executive Summary:

Board responses indicate that the Superintendent is viewed as a steady, professional, and stabilizing leader who has helped strengthen organizational stability, maintain financial responsibility, and foster positive relationships across the district and community. Overall ratings indicate effective to highly effective performance across most leadership domains. Instructional leadership and long term strategic planning were identified as key opportunities for continued growth.

NOTE: Recently appointed Board Director Steve Konegni rated performance areas he had not observed as a "3" which may have reduced the overall average in some categories.

1. Strategic Leadership Overall Rating Average: 4.2 / 5

- Visibility, professionalism, and consistent leadership during transition periods.
- Steady decision making and collaborative relationships.
- Continued refinement of long term strategic planning was encouraged.

2. Governance Overall Rating Average: 4.2 / 5

- Effective fulfillment of governance responsibilities and policy implementation.
- Board members appreciated openness and responsiveness.
- Desire for continued strong information flow to support board decision-making.

3. District Representation & Community Relations Overall Rating Average: 4.4 / 5

- Transparent communication and strong community representation.
- Professional demeanor and collaborative engagement.

4. Workforce Leadership Overall Rating: Highly Effective

- Feedback reflects confidence in staffing and support of administrators and staff.
- Positive working climate and leadership approach.
- Ongoing mentorship and leadership development is recommended.

5. Instructional Leadership Overall Rating Average: 3.2 / 5

- Stronger academic systems and clearer instructional priorities.
 - Continued alignment of curriculum, assessment, and learner outcomes.
- Kyle inherited current instructional systems

6. Resource Leadership Overall Rating Average: 4.0 / 5

- Fiscal oversight and budget stewardship were viewed positively.
- Confidence in financial planning and operational management.
- Continued collaboration on resource alignment was recommended.

7. Overall Performance Combined Rating Average: 4.0 / 5

- The Board expressed overall confidence in leadership and district direction.
- Strengths include transparency, professionalism, and financial responsibility.
- Continued focus on academic improvement and strategic planning will support long-term success.

Common Themes Across Board Comments:

- Strengths: steady leadership, calm decision making, transparent communication, and strong fiscal stewardship.
- Growth Areas: instructional leadership and strategic planning.
- Shared Focus: continued operational stability paired with measurable academic improvement.

Immediate Priorities (Through June 1, 2026):

- Strategic plan update.
- School safety and security initiatives.
- Academic standards and instructional improvement efforts.
- Professional development planning for staff to include extracurricular programs.

In conclusion, Interim Superintendent Kyle Heberd provides above average leadership to our District. We appreciate his willingness to work on the areas identified for the remainder of the 2025-2026 academic year.

Respectfully signed by the Custer County School District C-1 Board of Education

Reggie Foster
President

Cameron Fore
Vice President

John Tillotson
Secretary

Linda Brown
Director

Steve Konegni
Director