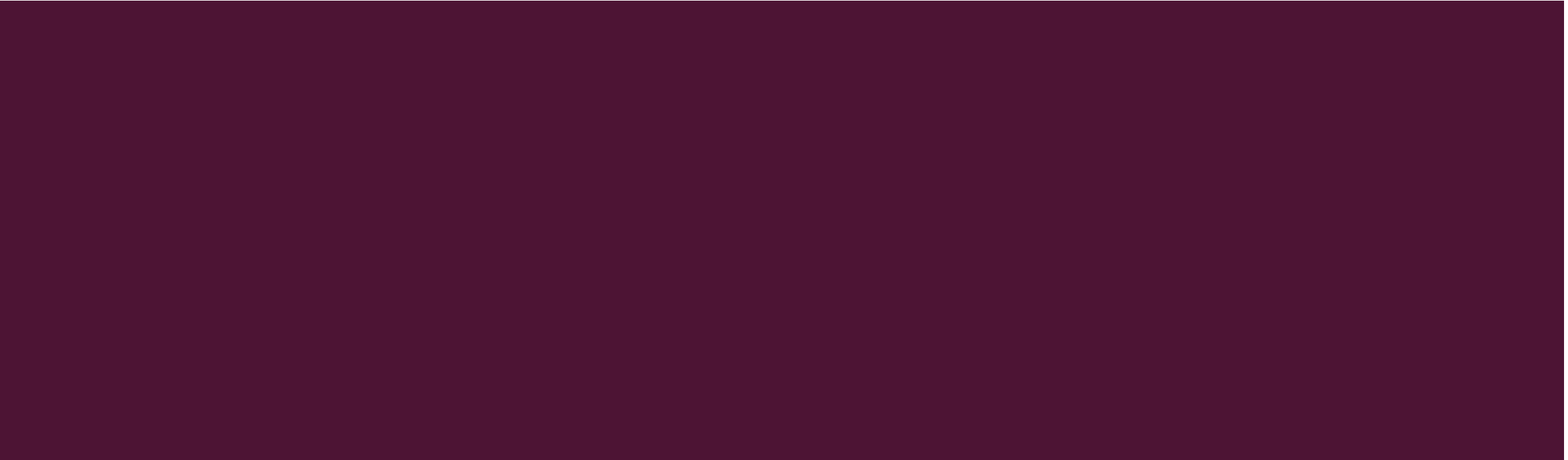




SUPERINTENDENT EVALUATION PROCESS

FEBRUARY 4, 2026



EVALUATION REGULATIONS

- *MCL 380.1249 Requires school districts in Michigan to comply with specific guidelines in the evaluation of professional staff members including teachers, building and curriculum administrators, and school district Superintendents. These requirements include the following recent changes:
 - Mandated use of specified tool (Districts may select from a list of “approved” tools)
 - Inclusion of student growth in determination of final score
 - Training for both those administering the tool and those being evaluated by the tool
 - Posting requirements stating the Performance Evaluation System is available to the public on the district website
- Locally, we have adopted the following Board policies to ensure compliance with these requirements:
 - Board Policy 1240 Evaluation of Superintendent
 - Board Policy 1420 School Administrator Evaluation
 - Board Policy 3220 Professional Staff Evaluation

ONLINE ACCESS TO EVALUATION MATERIALS



Home | Lapeer Community Sch... Documents | Lapeer Communit... New Tab

lapeerschools.org/documents/transparency-reporting/711417

Apps Lapeer Schools Bookmarks System Dashboard -... Frontline - Sign In LCS Gmail Account Michigan Online Ed... LCS Assets: Inventor... eFinance DocuWare SchoolAI - My Space

Name	Type	Size
Overview	-	-
Section 1 - Annual Operating Budget and Subsequent	-	-
Section 2a and 2b - Summary of Expenditures - Expr	-	-
Section 3a, 3b and 3c - Listing of the Collective	-	-
Section 4 - Salary and Benefit Description of Supe	-	-
Section 5 - Annual Amount Spent on Dues Paid to As	-	-
Section 8 - District Credit Card Information	-	-
Section 9 - District Paid Out-of-State Travel Info	-	-
Teacher Evaluation System	-	-
Administrator Evaluation System	-	-
Superintendent Evaluation System	-	-
23g Kids Back on Track	-	-

Snow days ahead 9°F

Search

11:20 AM 1/30/2026

SUPERINTENDENT EVALUATION TOOL AND TRAINING

Tool Selected: Collins and Blaha, PC Superintendent Evaluation Instrument

- Initial Training Provided in March of 2025
 - New Board Member training scheduled as needed
- Evaluation Cycle Established

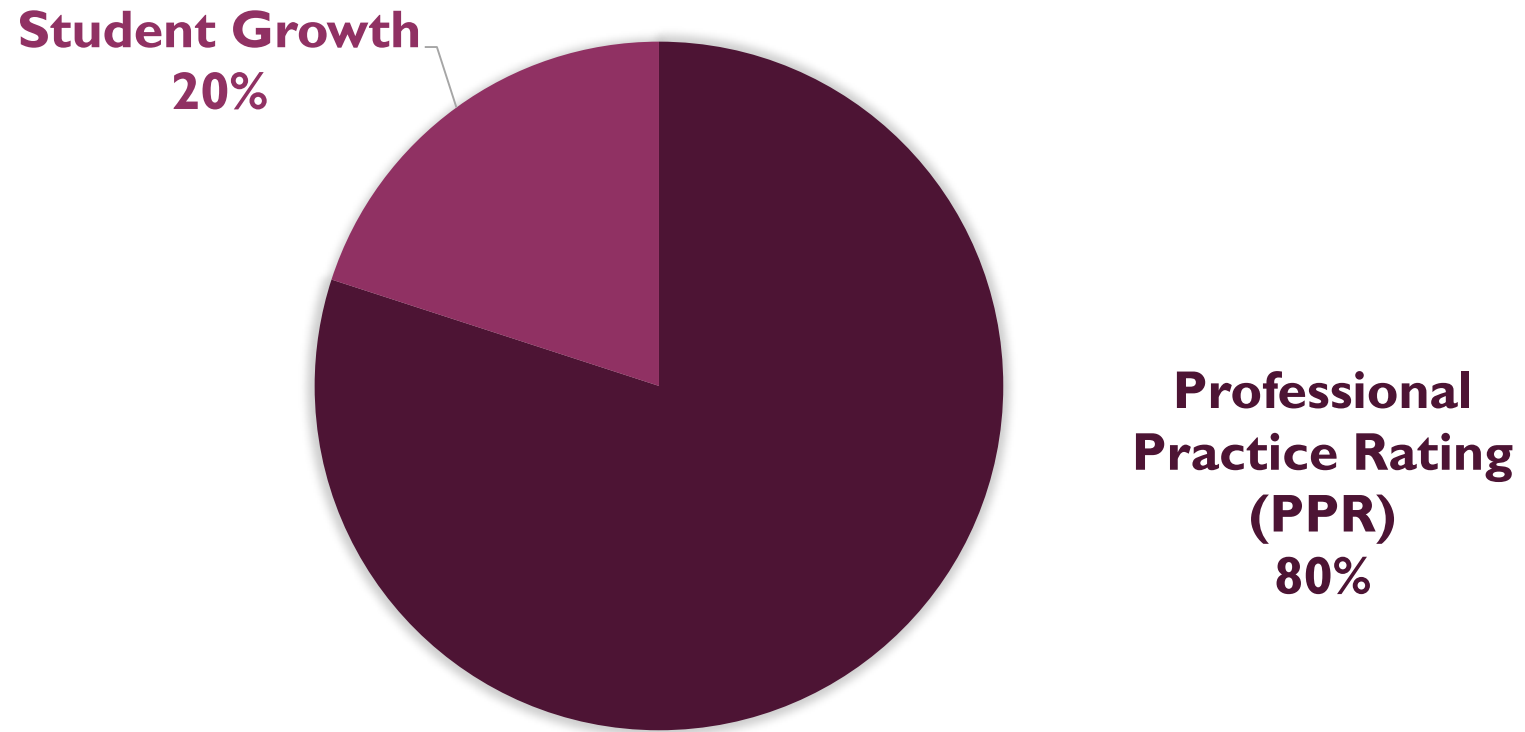
EVALUATION PROCESS & TIMELINE

APRIL 2025-MARCH 2026

Month	Activity
April 2025	Evaluation Process Initiated
October/November	Formal Update #1 <i>Evidence of progress in goal areas provided</i>
February	Formal Update #2 • <i>Evidence of progress in goal areas provided</i> • <i>Superintendent Self-Evaluation</i> • <i>Student Growth Data Report</i>
March 2026	• Formal Evaluation

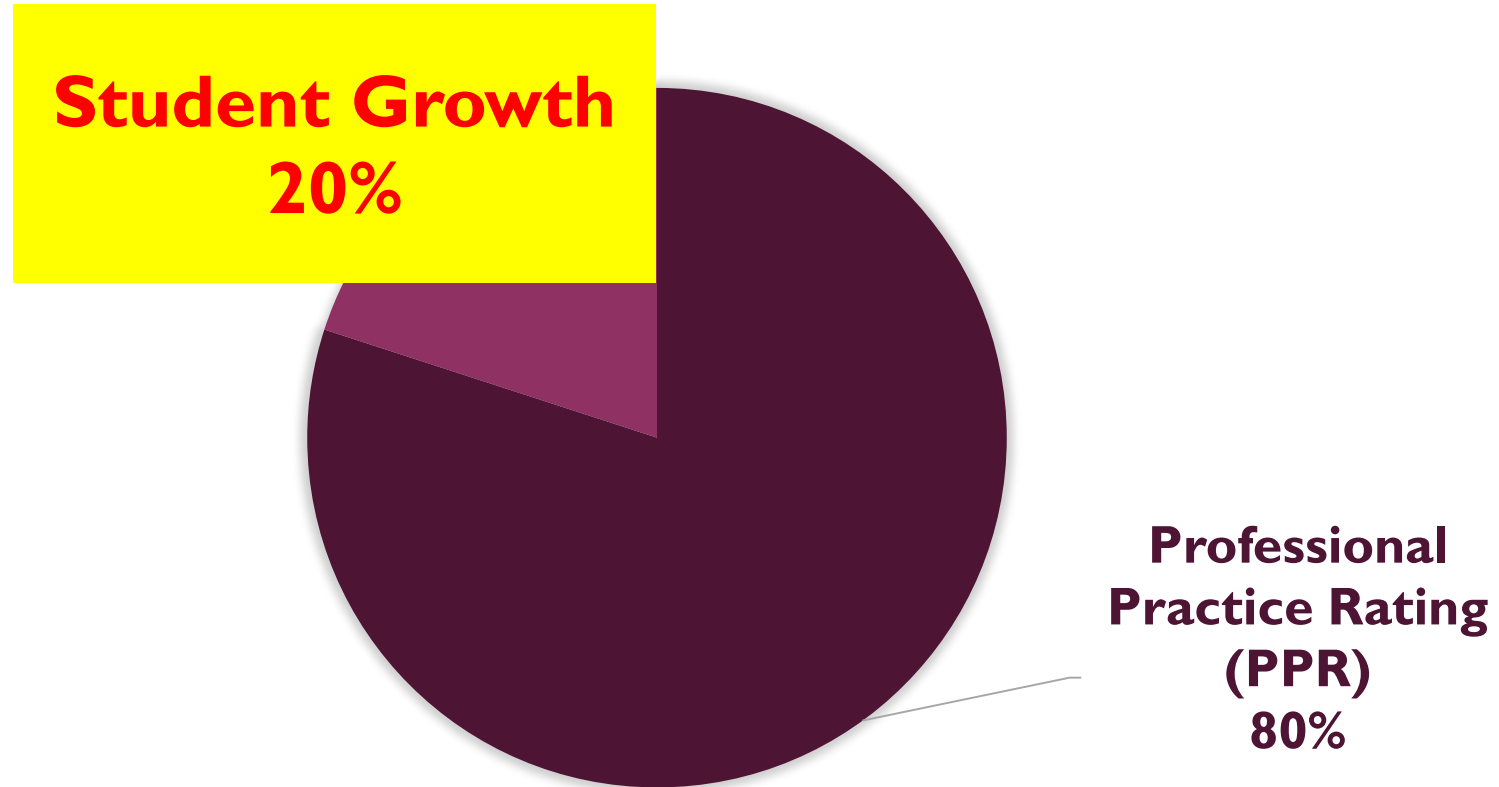
SUPERINTENDENT EVALUATION TOOL

Evaluation Components - % of Overall Rating (25-26)



SUPERINTENDENT EVALUATION TOOL

Evaluation Components - % of Overall Rating



STUDENT GROWTH SCORES

For teachers, instructional administrators, and the Superintendent, student growth scores must be no less than 20% of the overall calculated Summative Evaluation score

Student growth scores:

- for **teachers** and **building administrators**, the growth score calculation is based on most recent 3-year NWEA/PSAT/SAT/MSTEP Student Growth Percentile (SGP) score in reading and math for students assigned to the teacher and/or building
- For the **Superintendent (*and all other district-level instructional staff*)**, the growth score calculation is based on most recent 3-year NWEA/PSAT/SAT/MSTEP SGP score in reading and math for all students assigned to the district

CALCULATING SGP

STUDENT GROWTH PERCENTILE

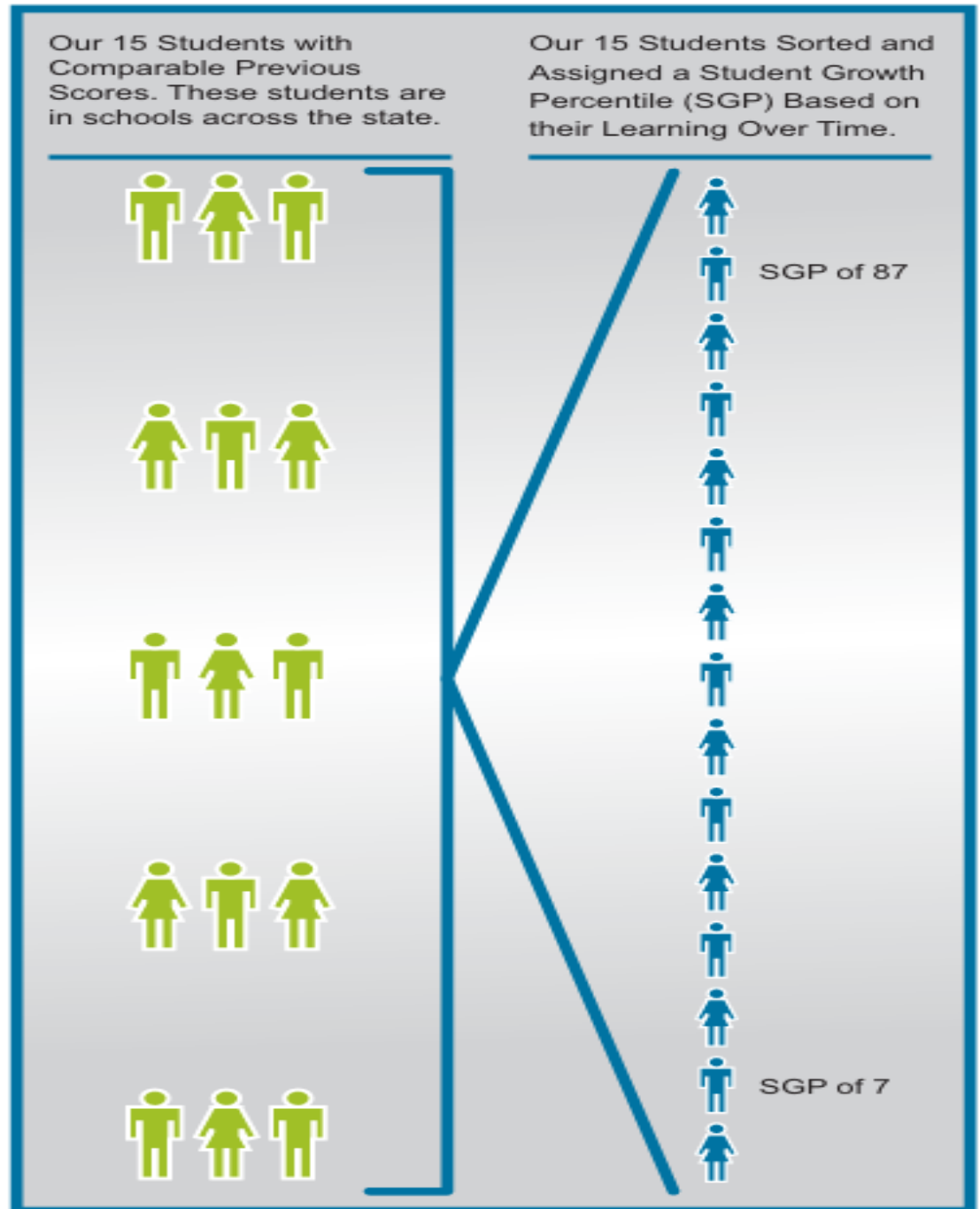
Student Growth Percentiles describe a student's growth compared to other students with similar test scores histories (their academic peers). In calculating SGP's, students are grouped with academic peers throughout the state who had comparable score patterns on past tests. Students in each academic peer group are then ordered based on their score on the current year test.

SGP's utilize prior year data weighted as follows:

- Most recent year = 50%

- Year pervious to most recent = 30%

- Two years previous to most recent 20%



SUPERINTENDENT EVALUATION TOOL

Evaluation Components - % of Overall Rating

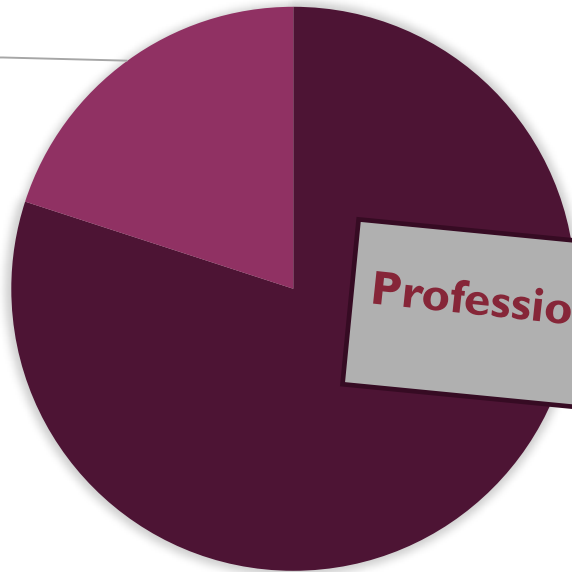


SUPERINTENDENT EVALUATION TOOL

EVALUATION COMPONENTS - % OF OVERALL RATING

Evaluation Components - % of Overall Rating

Student
Growth
20%

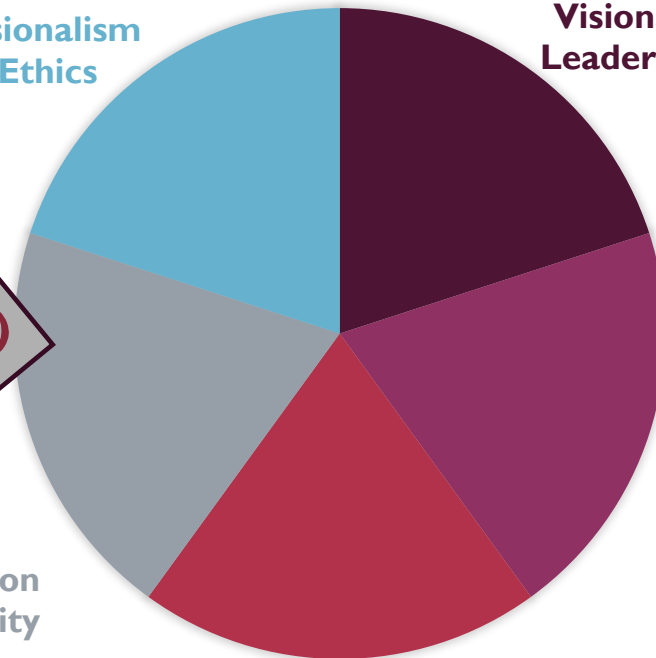


Professional Practice Rating (PPR)
80%

SUBCOMPONENTS OF PROFESSIONAL PRACTICE RATING

Professionalism
and Ethics

Visionary
Leadership

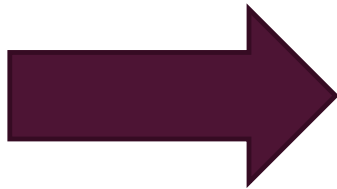


Communication
and Community
Relations

Instructional
Leadership

EVALUATION PROCESS & TIMELINE

Throughout the evaluation cycle, evidence is collected and organized in each of the **Professional Practice Rating** Categories and uploaded to **SharePoint**

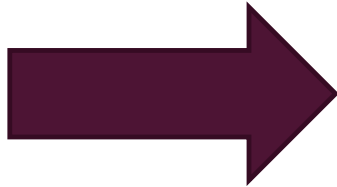


- Visionary Leadership
- Policy and Governance
- Instructional Leadership
- Communication and Community Relations
- Organizational Management
- Professionalism and Ethics

A rubric is provided for each component within the **Professional Practices Section**, to assess the multiple performance indicators listed.

EVALUATION PROCESS & TIMELINE

Throughout the evaluation cycle, evidence is collected and organized in each of the **Professional Practice Rating** Categories and uploaded to **SharePoint**



- Visionary Leadership
- Policy and Governance
- Instructional Leadership
- Communication and Community Relations
- **Organizational Management**
- Professionalism and Ethics

COMPONENT 5: ORGANIZATIONAL MANAGEMENT

As Chief Executive Officer, the Superintendent is responsible for the management of the District's resources while providing a successful learning environment for students and a productive workplace for staff. This standard evaluates the Superintendent's success in managing the District's resources in an efficient, effective, and transparent manner that demonstrates prudent fiscal stewardship and an ability to adapt to emerging challenges.

Performance Indicators:	Exemplary	Effective	Developing	Needing Support
5.1 Obtains, allocates, aligns, and efficiently uses human, fiscal and technological resources. 5.2 Monitors and evaluates the management of operational systems. 5.3 Makes sound fiscal decisions, in line with the District's strategic goals, and establishes clear and transparent systems of fiscal control and accountability. 5.4 Promotes and protects the welfare and safety of students and staff.	- Establishes a clear set of standard operating procedures and routines that exemplify the district vision and values and maximize the opportunity for each student's learning. - Students and staff are able to articulate expectations and inspired to strive for excellence in conduct and performance. - Students and staff hold each other accountable for high quality performance. - Develops and manages a budget that maximizes the learning goals of the District. - Supportive partnerships are developed and managed to enhance learning experiences.	- Establishes a clear set of operating procedures for effective operation of the district. - Discipline of students is handled fairly, and consequences are used to maximize student learning. - Students and staff are held accountable for their performance and conduct. - The annual budget is adhered to with approved variances.	- Expectations for staff and students are inconsistent and not well known. - The daily operating procedures are occasionally followed but are frequently changed. - The budget does not support the District's priorities and budget category limits are not always followed.	- Management of the operations of the District is poor or non-existent. - The District is disorderly, disorganized and there is a feeling that the district is "out-of control." - Budget guidelines are not adhered to and/or the budget is not related to a vision for the District.
	Exemplary	Effective	Developing	Needing Support
Component 5 Rating				
Component 5 Comments				

SCORING THE EVALUATION

CLOSED SESSION

In closed session (as requested by the Superintendent) Board President will facilitate a discussion regarding:

- **Professional Practice Rating.** A score is assigned and recorded for each component via consensus of the Board of Education. A summary of comments by the Board of education are recorded.
- Board President reviews **Student Growth Rating** calculation. A summary of comments are recorded.

SCORING THE EVALUATION

OPEN SESSION

- When returning to Open Session, the Board President reads aloud:
 - The consensus rating identified for each performance component and the Overall Performance Rating
 - The rating for student growth
 - Overall rating earned by the Superintendent
- Vote taken to adopt the completed year-end evaluation for the superintendent