Clark County School District



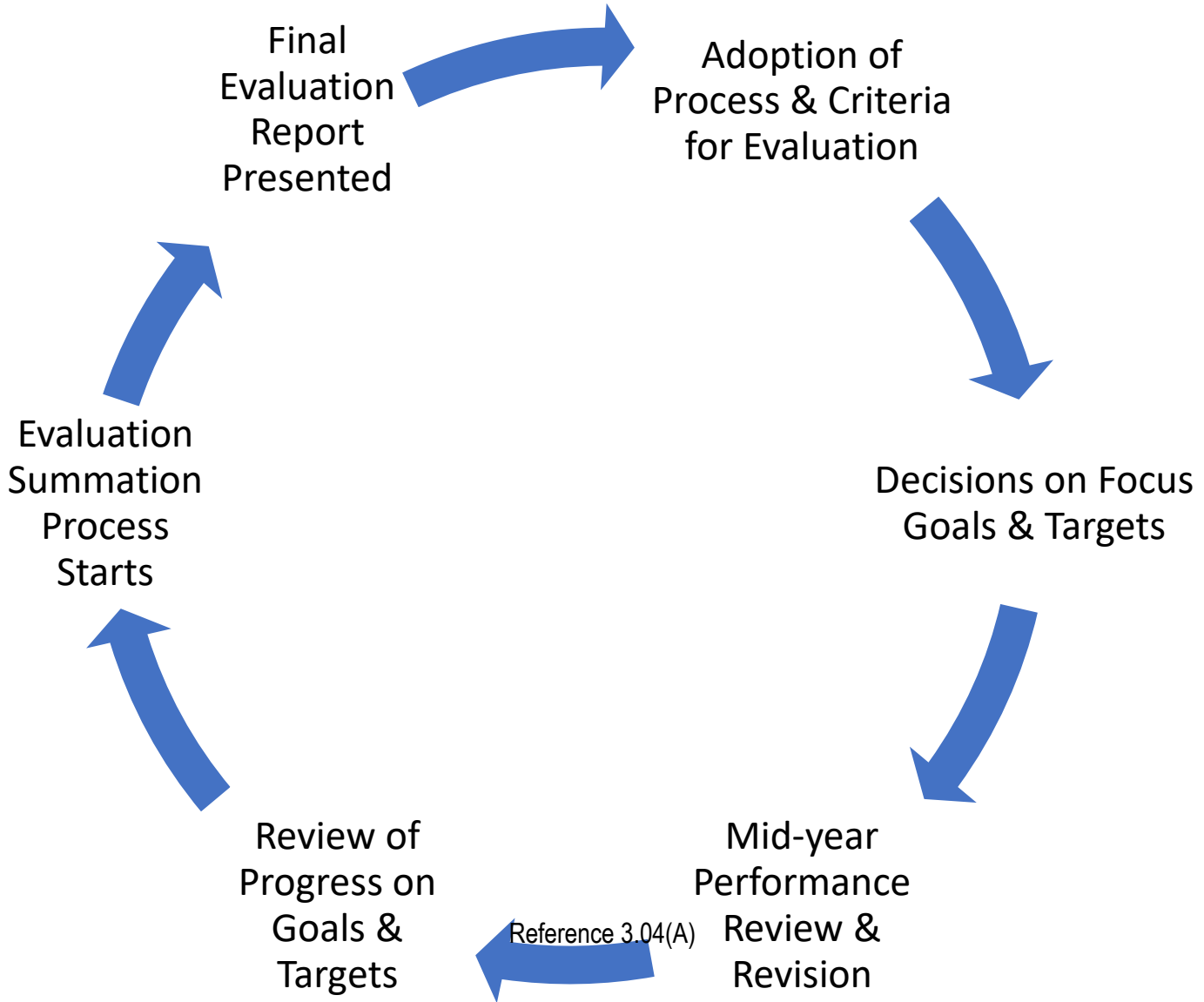
Regular Board Meeting Agenda

July 1, 2026

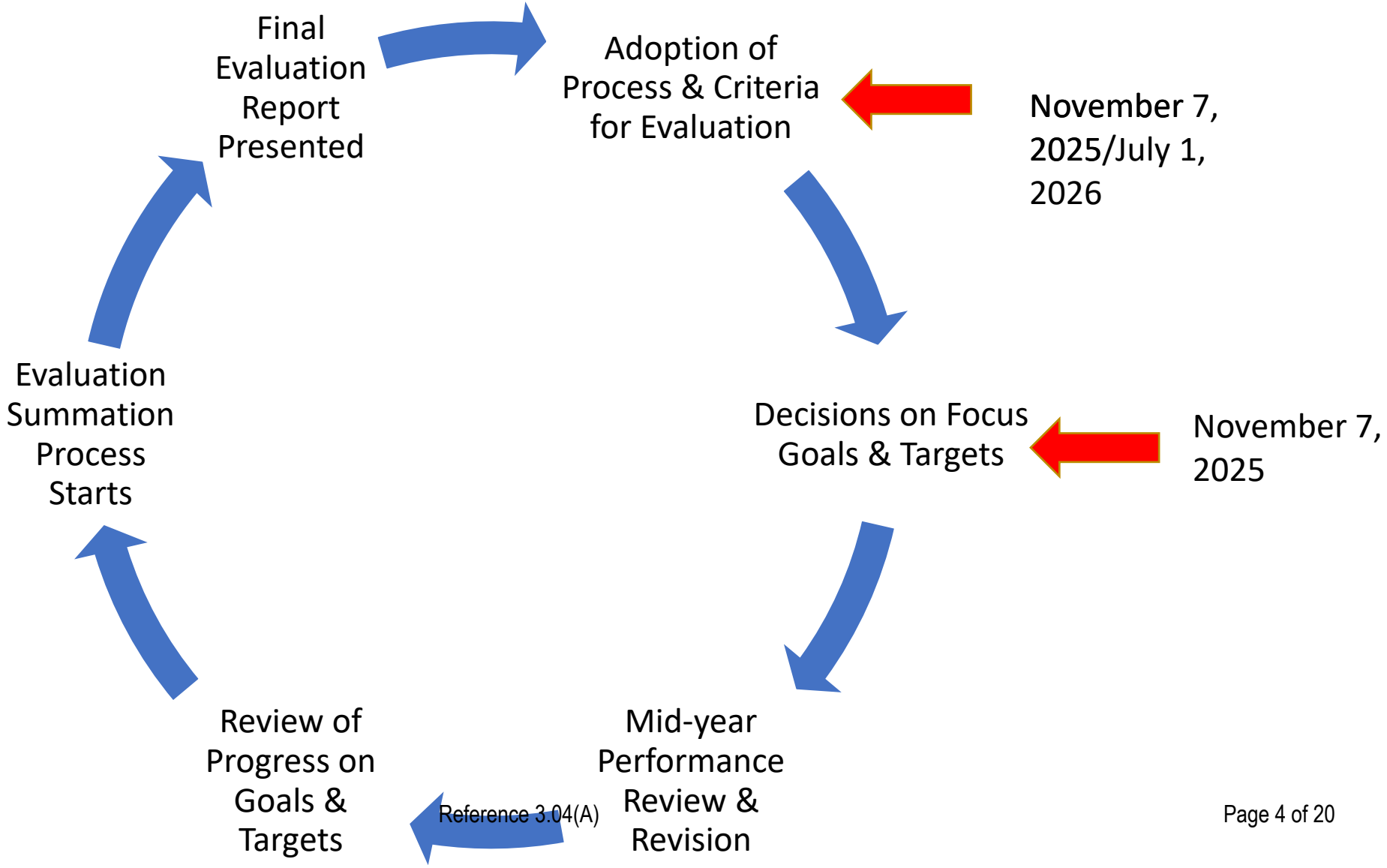
2025-2026 Superintendent Evaluation Overview



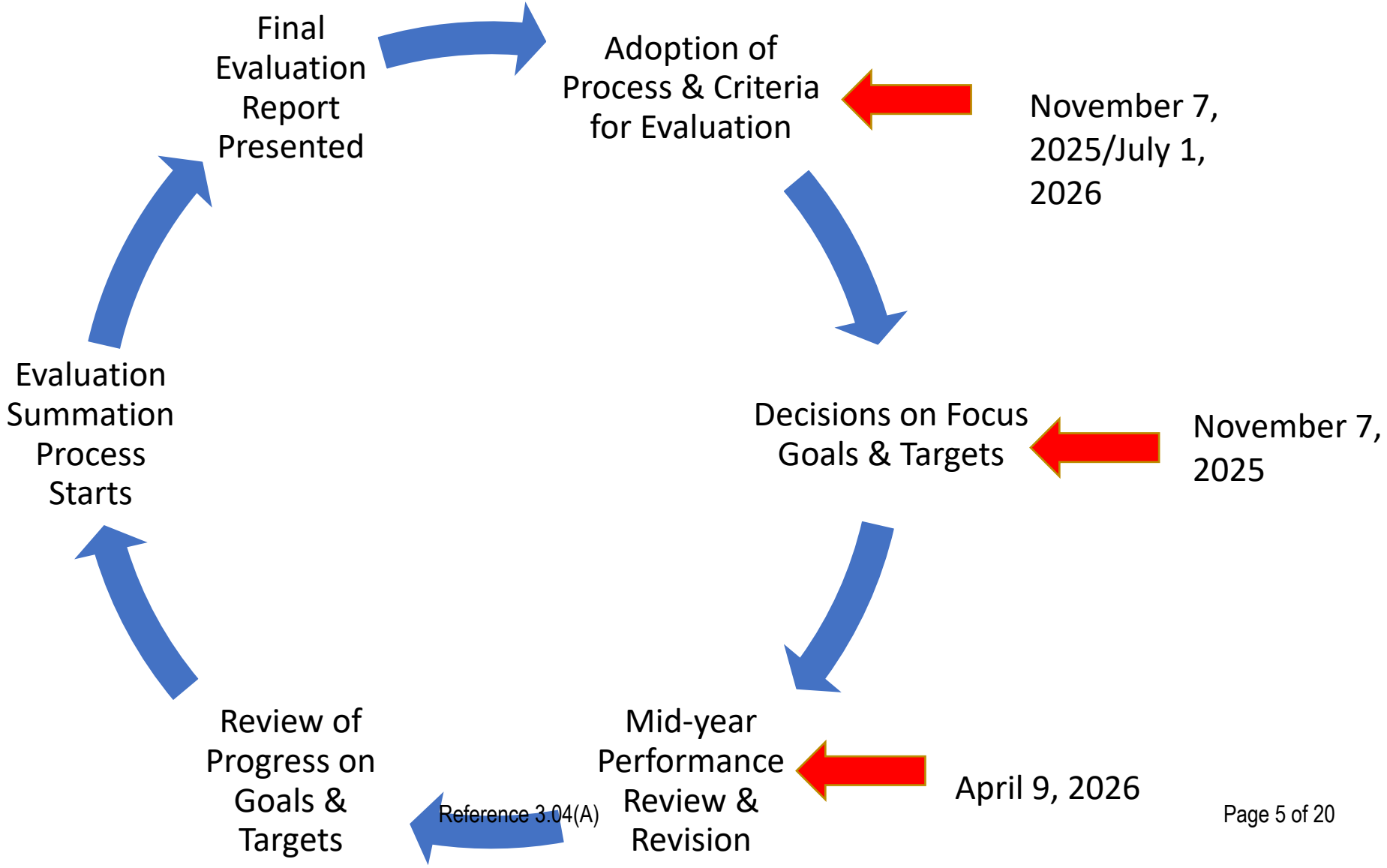
2025-2026 Superintendent Evaluation Cycle



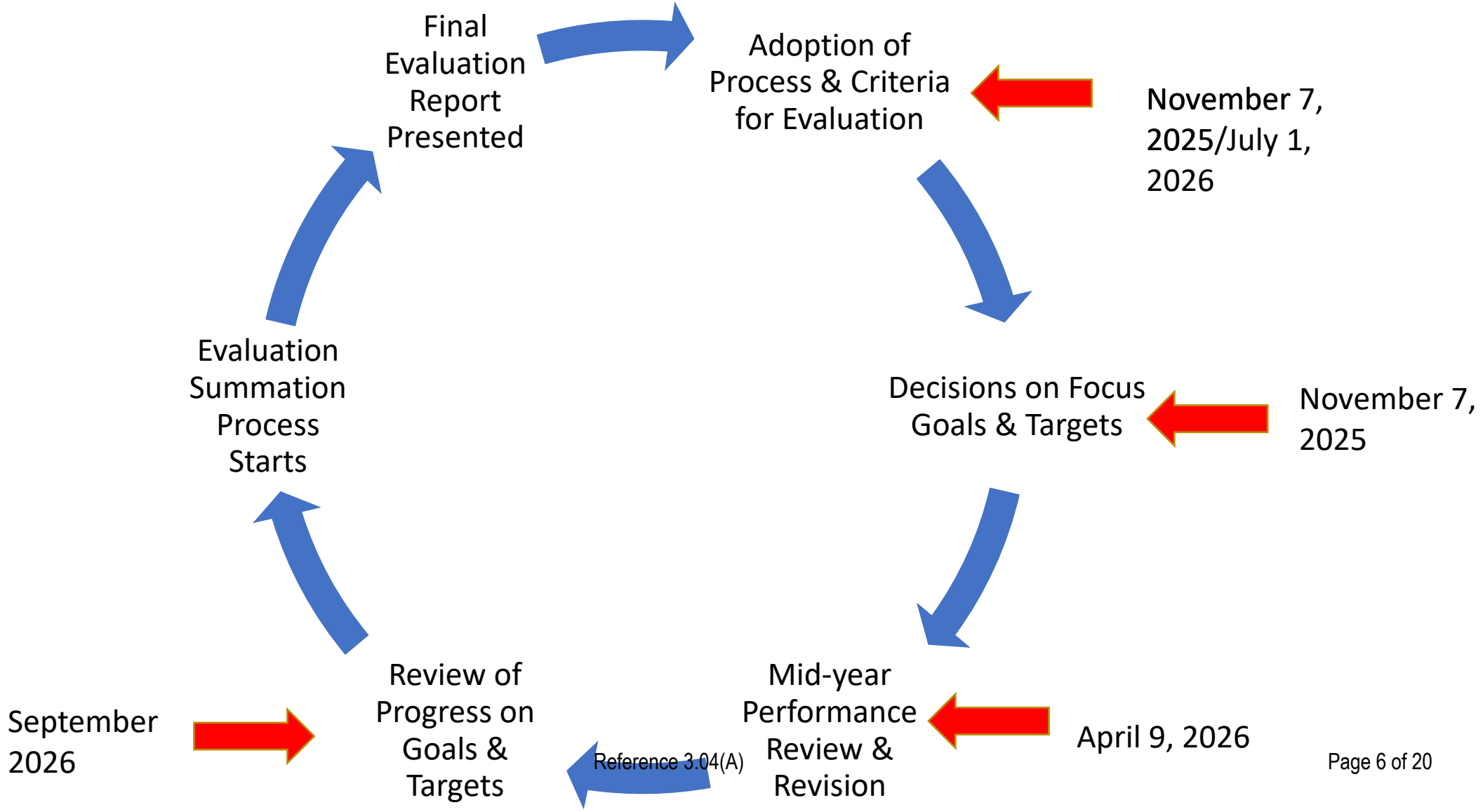
2025-2026 Superintendent Evaluation Cycle



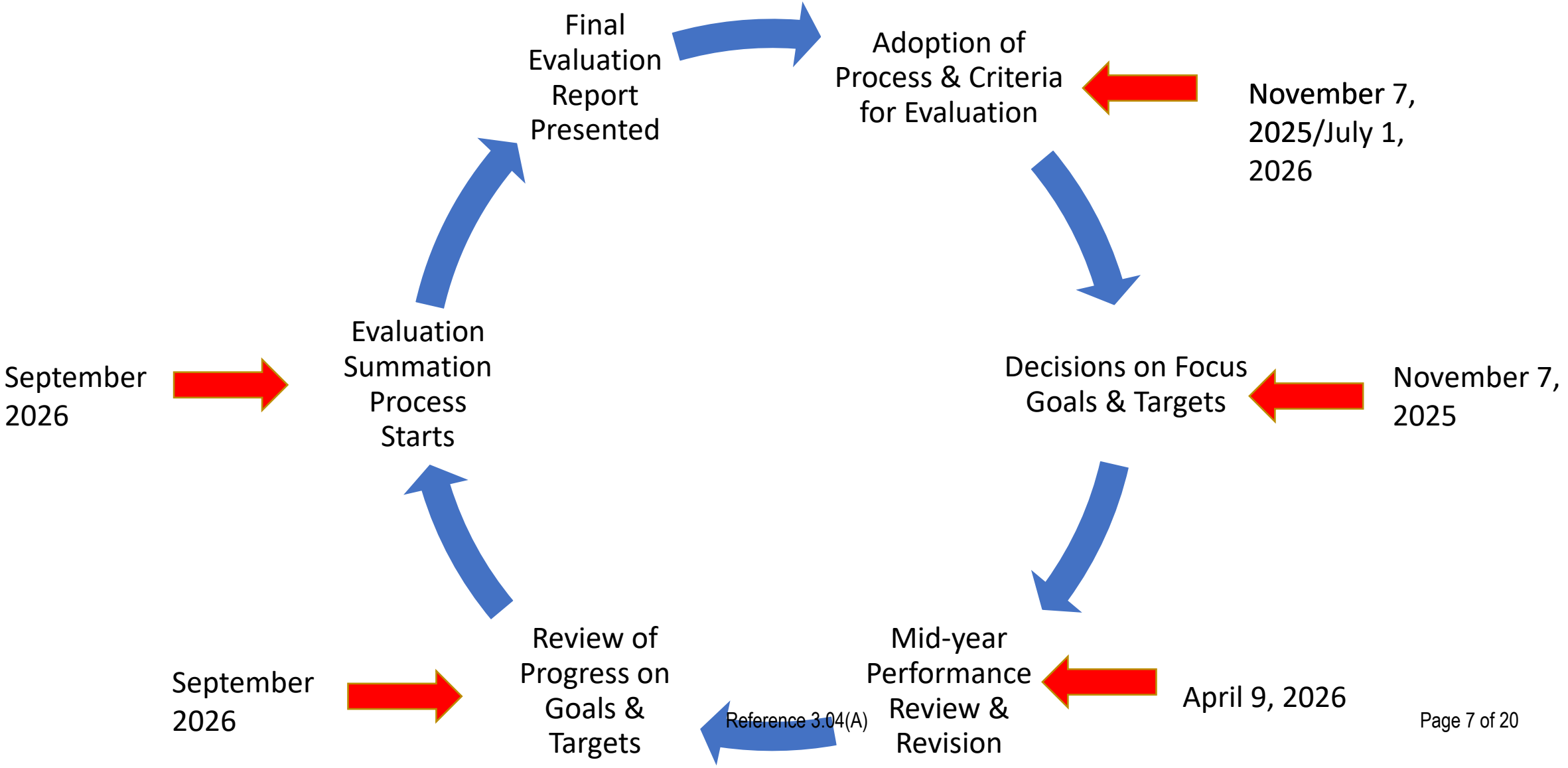
2025-2026 Superintendent Evaluation Cycle



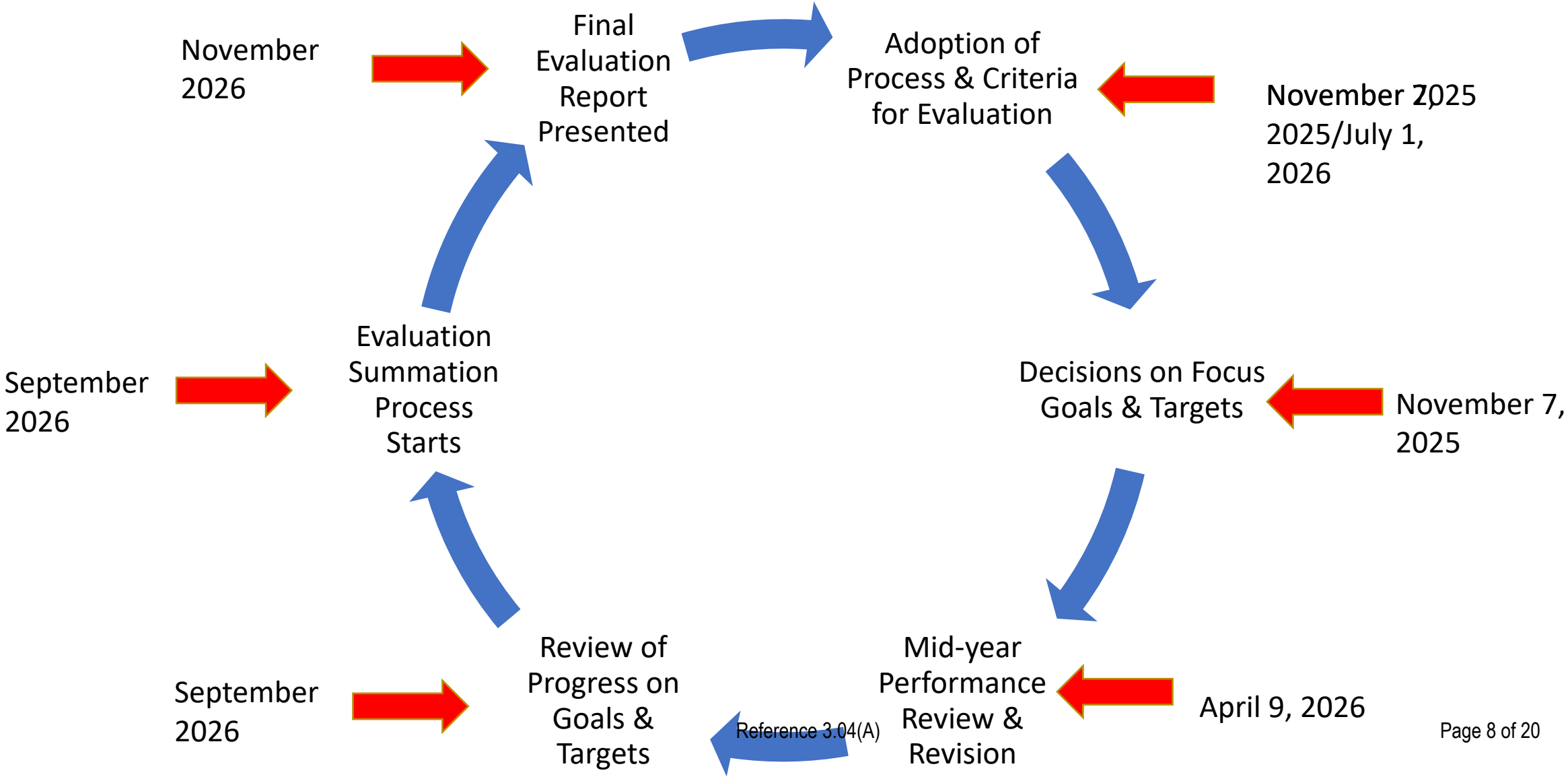
2025-2026 Superintendent Evaluation Cycle



2025-2026 Superintendent Evaluation Cycle



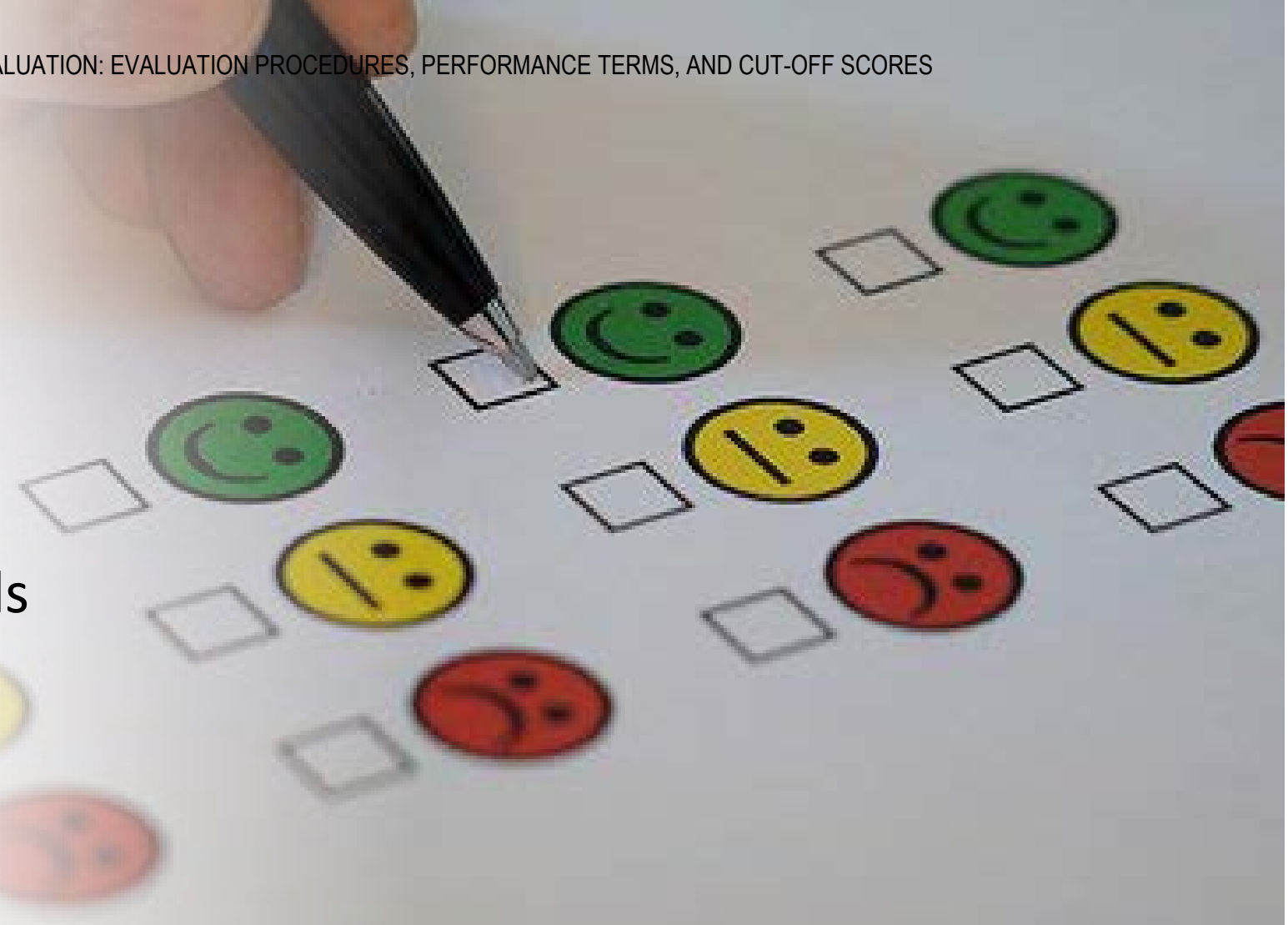
2025-2026 Superintendent Evaluation Cycle



2025-26 Superintendent Evaluation Timeline

1. **Adoption of Process & Criteria for Evaluation (November 7, 2025/ July 1, 2026)**
2. **Decisions on Focus Goals (November 7, 2025)**
3. **Mid-year Performance Review (April 9, 2026)**
4. **Summary Review of Progress on Performance Indicators (September 2026)**
5. **Evaluation Summation Process (Begin September 2026)**
6. **Summative Evaluation Completion (November 2026)**

Focused Superintendent Evaluation Targets



1. District Goals/Targets identified.
2. Superintendent recommends 10-12 Targets.
3. Focus evaluation on **4-5 Targets** from the current Targets.
4. Trustees will be encouraged to focus on those highlighted procedural Targets.

2025-2026 District Targets Selected

Goal 1: Pre-K/Target 1.1
Develop professional learning standards related to supervision and support of Pre-K programs within the Leadership and Professional Learning Division administrator preparation cohort.

Goal 2: Early Literacy/Target 2.2
Develop and implement a plan to provide rigorous literacy tutoring, focusing on schools with the greatest needs.

Goal 3: Middle School Math/Target 3.1
Develop standards of professional practice for central office staff (CO) that specify the type, extent, and quality of support that CO furnished so teachers and administrators build strong conceptual mathematical understanding and are prepared to apply sound mathematical pedagogy and best practices.

Goal 4: Workforce and College Readiness/Target 4.1
Develop high-quality program standards pertaining to Professional Learning Communities for teachers of Career & Technical Education and Advanced Placement.

Goal 5: District Plan/Target 5.1
Complete a revised District Plan (co-designed with the community), including data measures for each performance outcome identified.

Superintendent Evaluation Rubric Tool

2025-2026



Evaluation Rating Cut-offs: State Option

Average Rating	Performance Designation
Between 3.6 and 4.0	Distinguished
Between 2.8 and 3.59	Proficient
Between 1.91 and 2.79	Developing
Between 1.0 and 1.9	Growth Needed

Evaluation Rating Cut-off: Mathematical Option

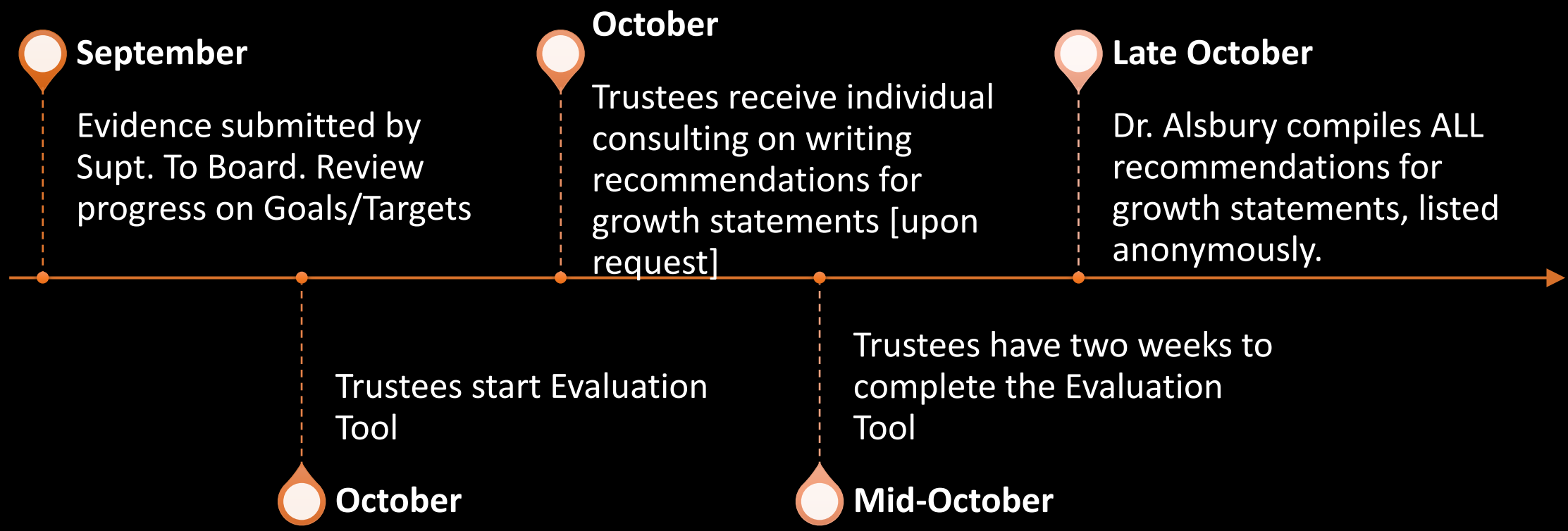
Average Rating	Performance Designation
Between 3.57 and 4.0	Distinguished
Between 2.28 and 3.56	Proficient
Between 1.57 and 2.27	Developing
Between 1.0 and 1.56	Growth Needed



Possible Action

1. Evaluation Terms?
2. Evaluation Cut-Off Scores?

2025-2026 Evaluation Summation Process



2025-2026 Evaluation Summation Process

Early November

Dr. Alsbury sends ALL anonymous recommendations for growth to Trustees to rate. Trustees have two weeks to complete.

Mid-November

Dr. Alsbury calculates ratings and produces the complete evaluation report.

Shares with Board President and Superintendent in a virtual meeting.

Late November

Final Evaluation report presented at Board Meeting

Delivery Procedures

1. Dr. Alsbury sends email directions and links to each Trustee; first for the evaluation rubric, then for the recommendations for growth rating form.
2. Data is compiled and only summary results are submitted in the final Superintendent Evaluation Report.



Ratings for “Recommendations for Growth” Statements

- Critical to include recommendation = 5
- Prefer to include recommendation = 4
- Neutral = 3
- Unnecessary to include recommendation = 2
- Prefer not to include recommendation = 1
- Statements averaging 3.6 or higher would be included in the final Superintendent evaluation presented at the November Board meeting.

Questions?

