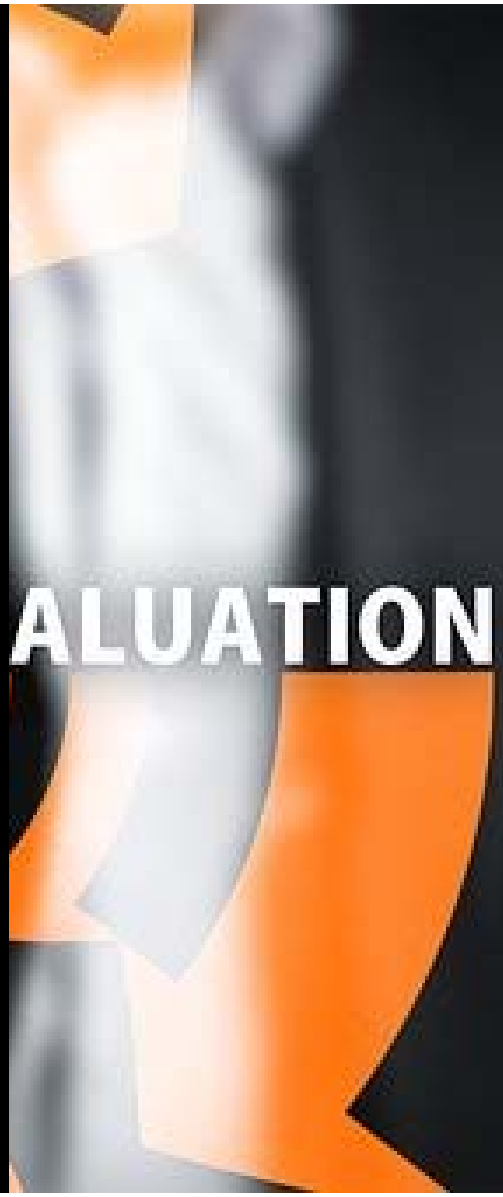


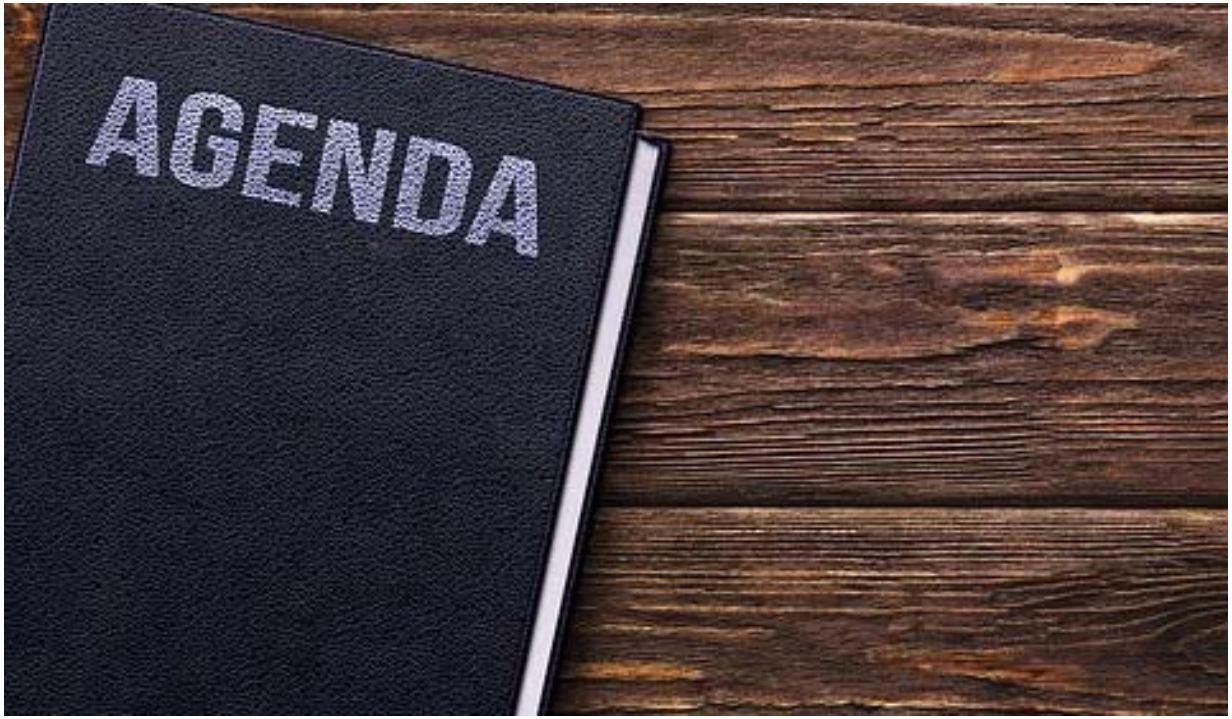
Clark County School District

Regular Board Meeting Agenda

July 1, 2026

2026-2027 Superintendent Evaluation

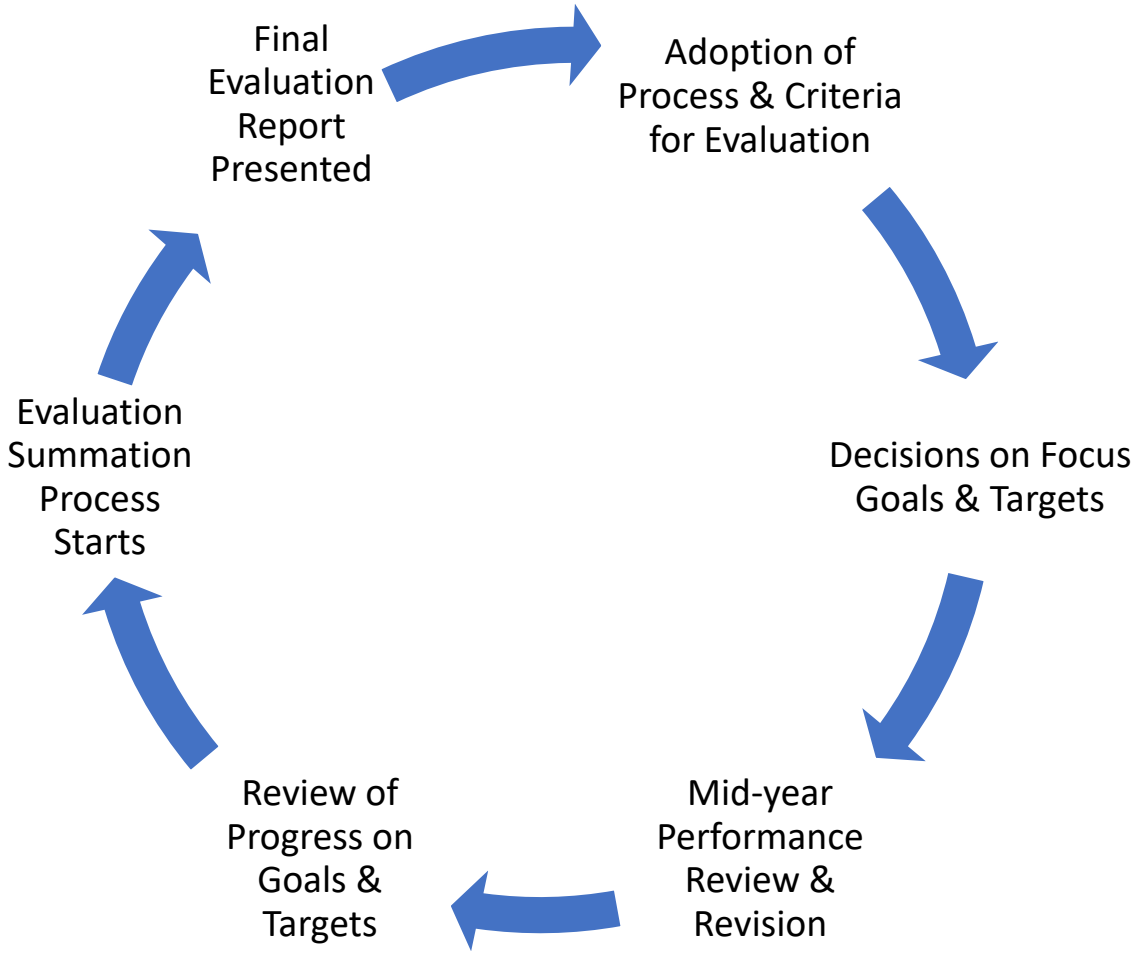




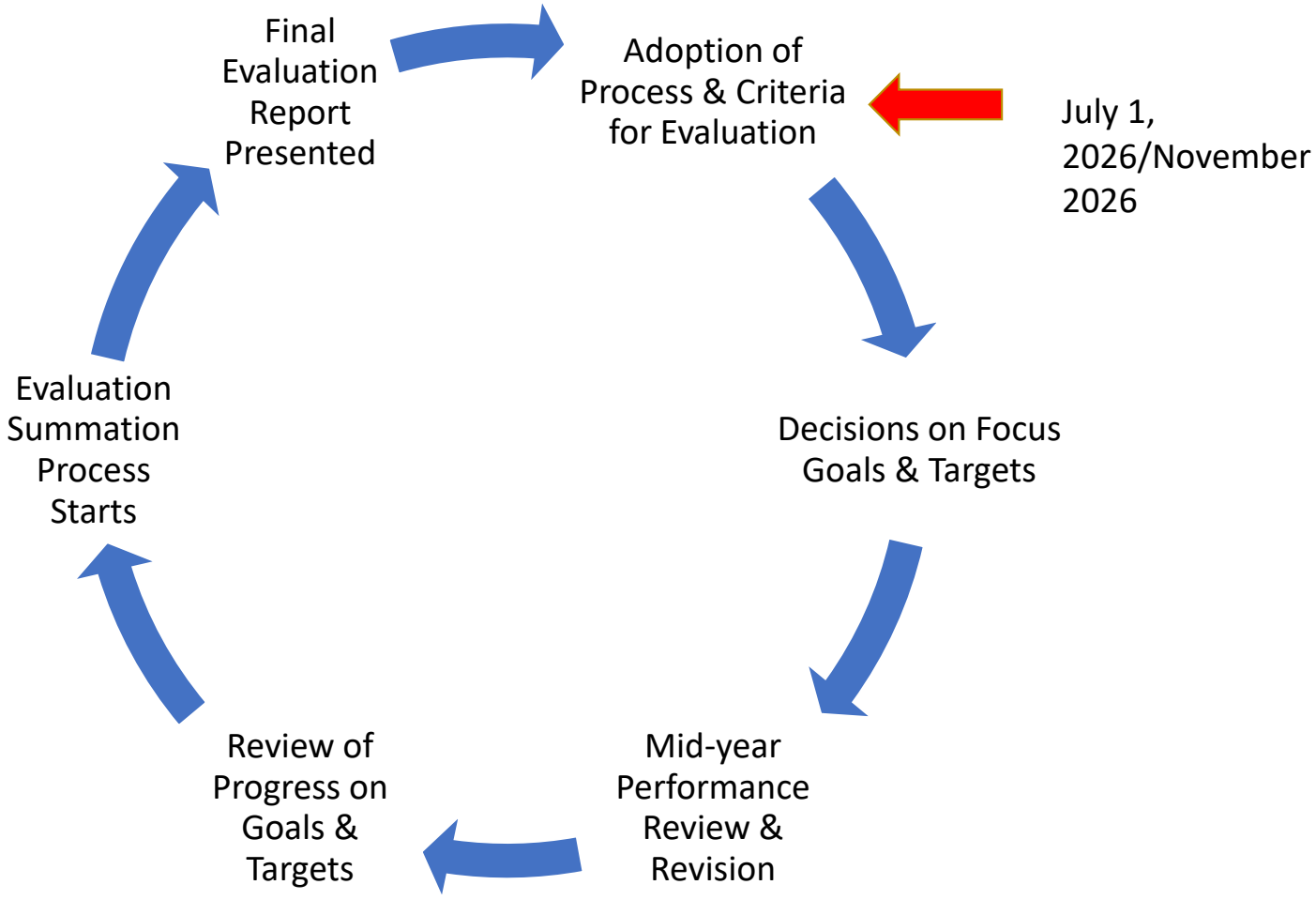
Board Meeting Topics

- 2026-2027 Superintendent Evaluation Process Overview

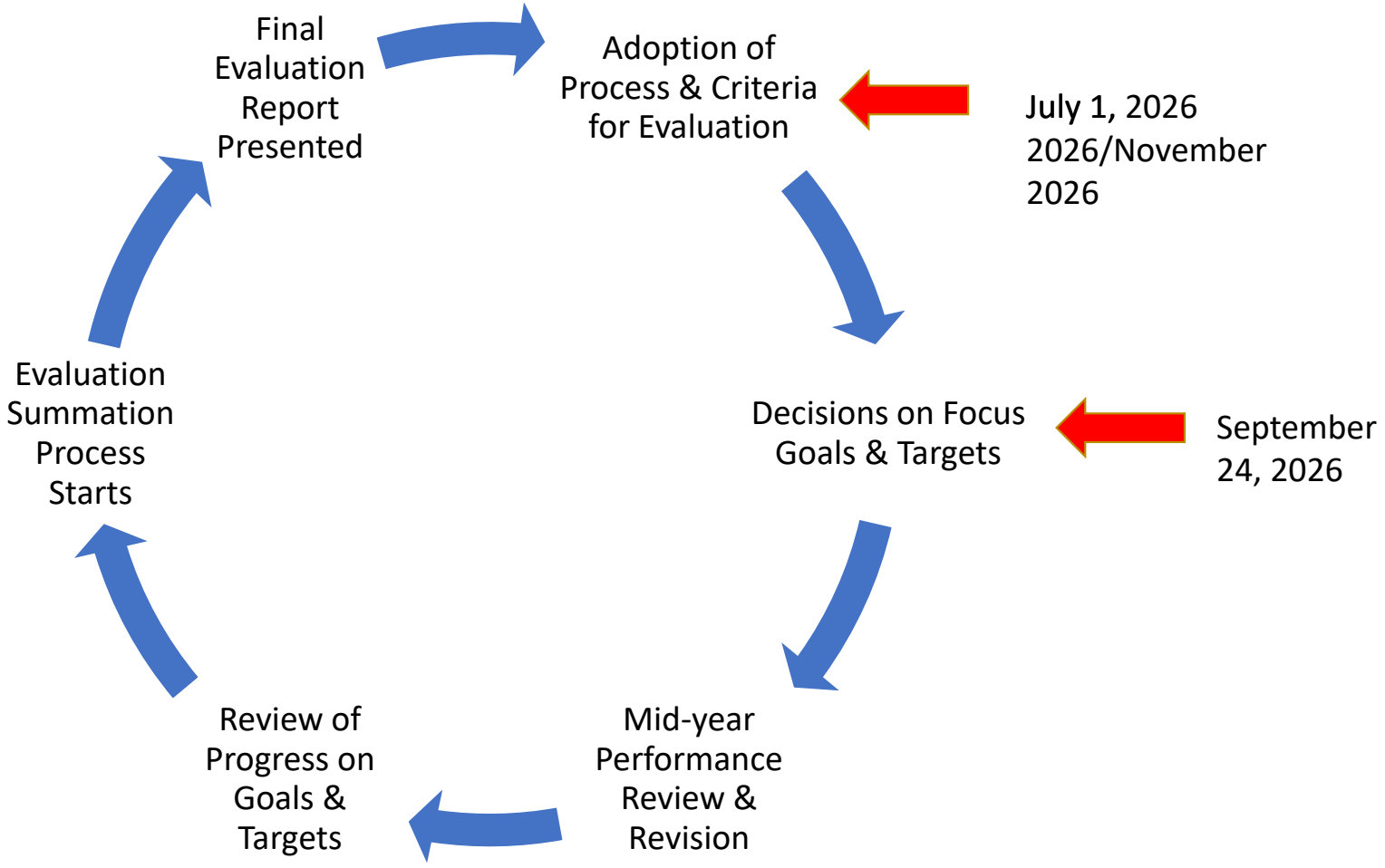
2026-2027 Superintendent Evaluation Cycle



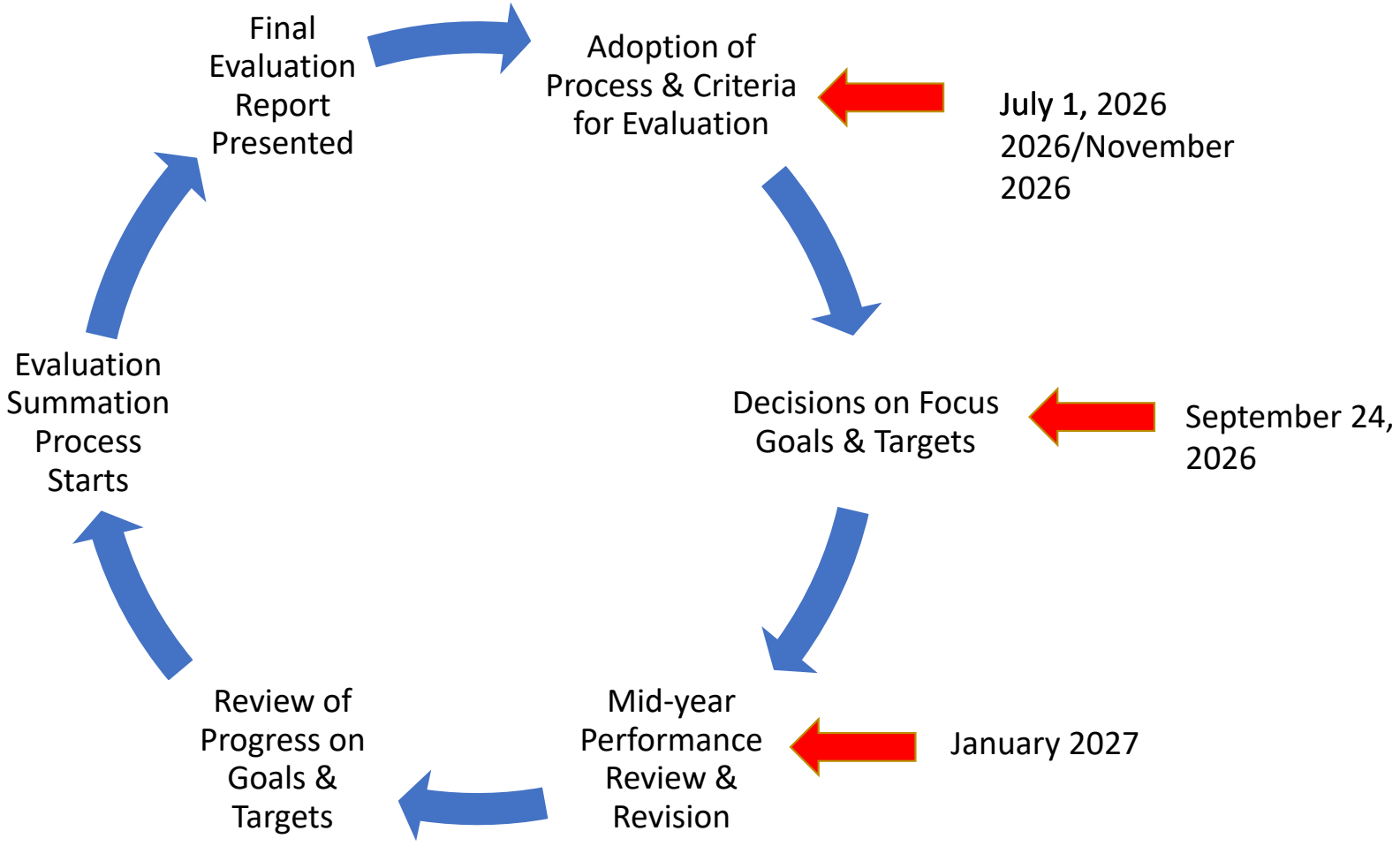
2026-2027 Superintendent Evaluation Cycle



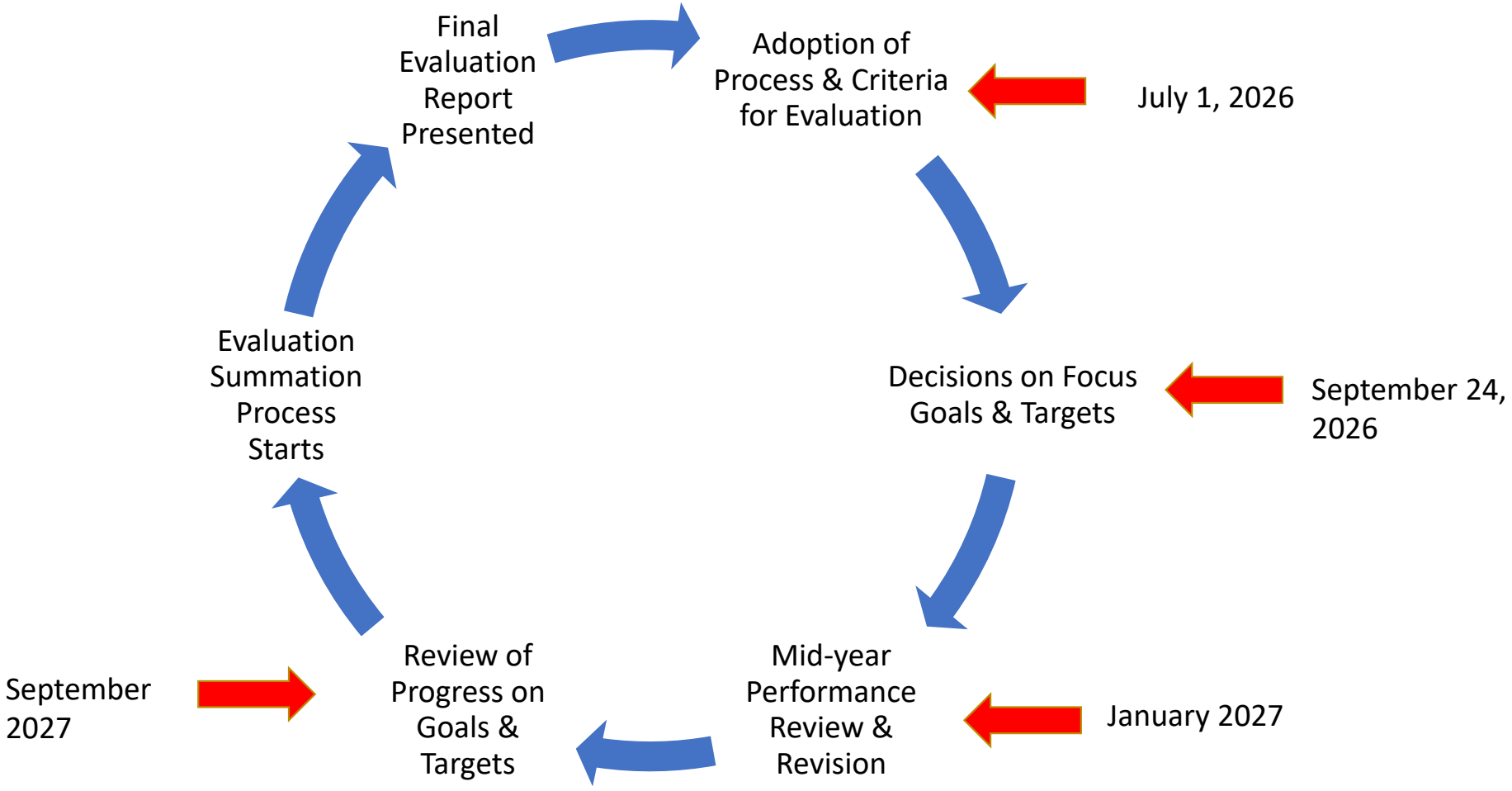
2026-2027 Superintendent Evaluation Cycle



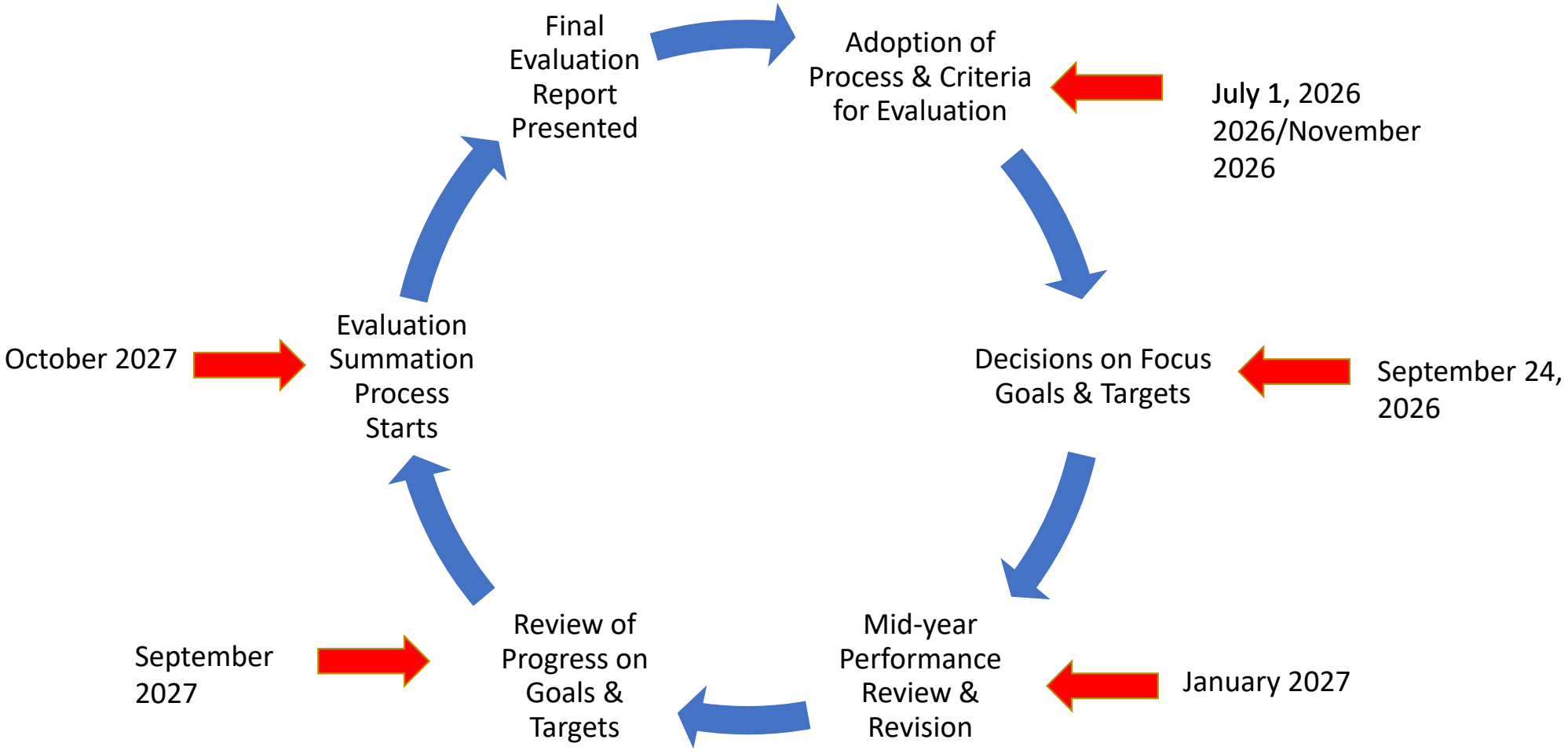
2026-2027 Superintendent Evaluation Cycle



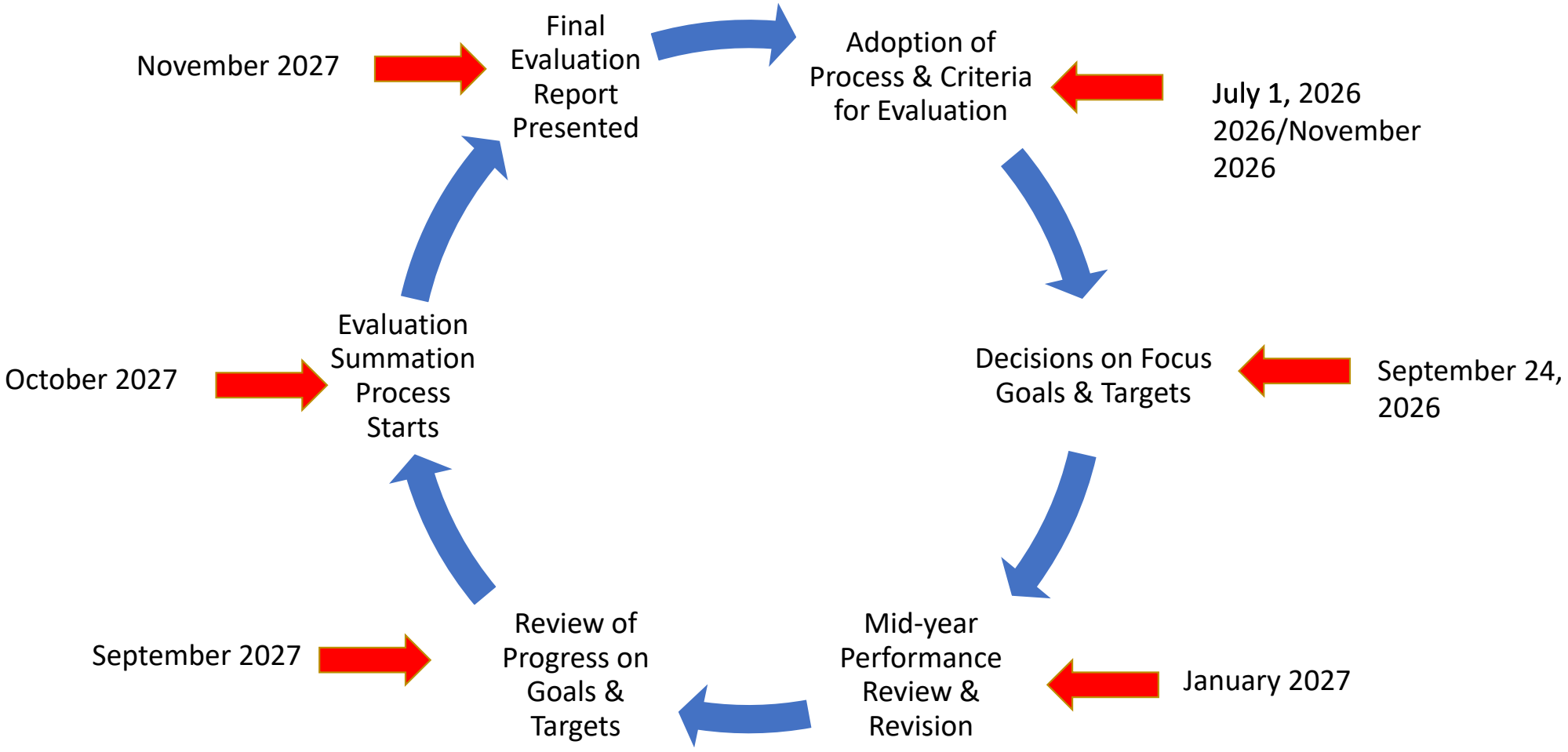
2026-2027 Superintendent Evaluation Cycle



2026-2027 Superintendent Evaluation Cycle



2026-2027 Superintendent Evaluation Cycle



2026-27 Superintendent Evaluation Timeline

1. **Adoption of Process & Criteria for Evaluation**
   (July 1, 2026/November 2026)
2. **Decisions on Focus Goals**
   (September 24, 2026)
3. **Mid-year Performance Review**
   (January 2027)
4. **Summary Review of Progress on Performance Indicators**
   (September 2027)
5. **Evaluation Summation Process**
   (Begin October 2027)
6. **Summative Evaluation Completion**
   (November 2027)

District Goals/Targets Recommended

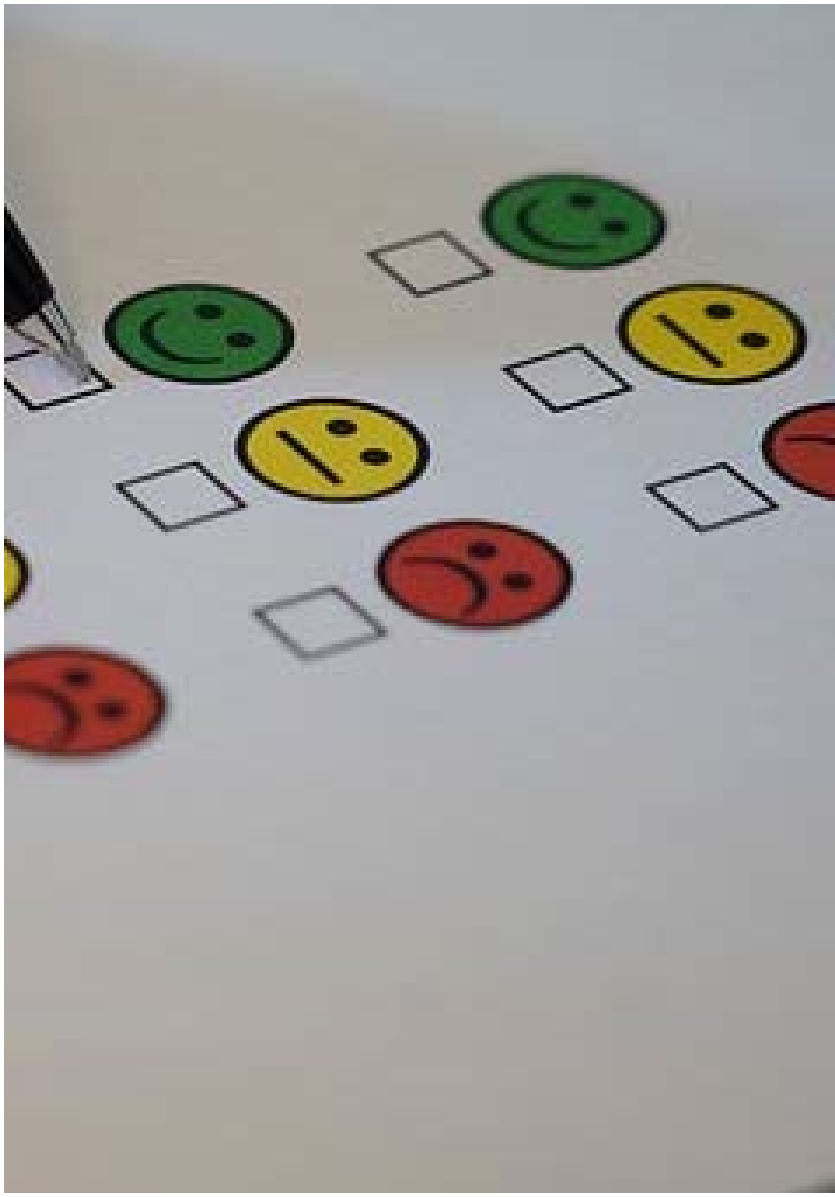


September 24, 2026

Goals & Targets for 2026-2027 Evaluation

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.



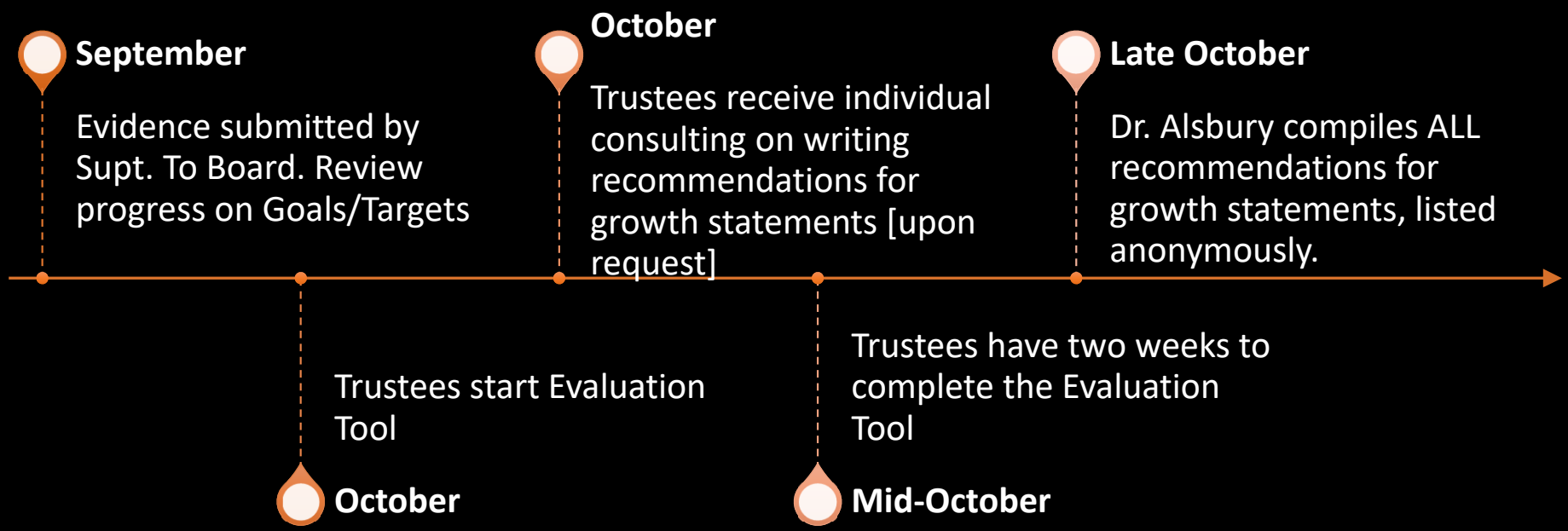
Evaluation Rating Cut-offs: State Option

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

2026-2027 Evaluation Summation Process



2026-2027 Evaluation Summation Process

Early November

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

Late November

Final Evaluation report presented at Board Meeting

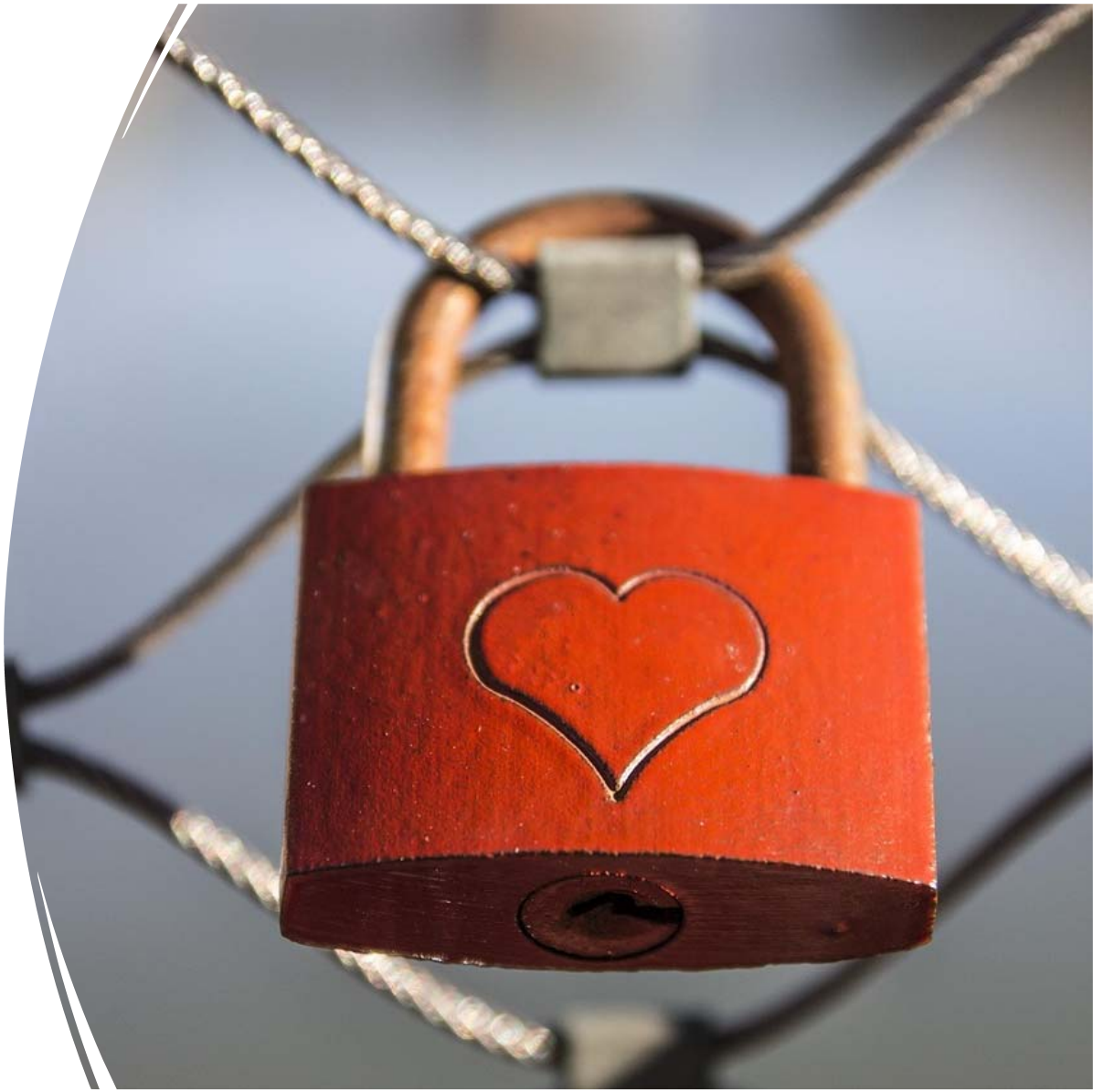
Dr. Alsbury calculates ratings and produces the complete evaluation report.

Shares with Board President and Superintendent in a virtual meeting.

Mid-November

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 report presented at the November 2027 Board meeting.

Questions?

