

The Corbin Board of Education met in Executive Session on Thursday, June 14<sup>th</sup>, 2018 in order to perform the formative evaluation of our Superintendent, Mr. David Cox, in accordance with the revised evaluation instrument developed by the Kentucky Department of Education. Our evaluation tools included this instrument as well as a document given to us by Mr. Cox outlining examples of how each of the standards had been exercised in the previous school year. This document was very similar to the Individual Learning Plan he was required to submit last year to his Superintendent Cohort and it was extremely useful to the Board in helping us identify areas of excellence and expertise as well as identification of areas that we and the Superintendent believe deserve focused attention.

The revised evaluation instrument again had seven standards: Strategic Leadership, Instructional Leadership, Cultural Leadership, Human Resource Leadership, Managerial Leadership, Collaborative Leadership, and Influential Leadership. After last year's evaluation, the Board and Superintendent identified two areas of focus for this past school year. They were a continued focus on a unified school district with both horizontal and vertical alignment in curriculum, policies, etc. and a focus on the political process and legislation as it affects school districts and how they operate. We had no idea in June 2017 how these two areas of focus would play out in last school year but our Superintendent proved he understood the necessity of being aware of the political climate and working together with our surrounding school systems to help make us all stronger. Collaboration has been a key to our success and our Superintendent builds our system with staff who value collaboration.

After discussion and evaluation of the standards this June, the Corbin Board of Education has given our Superintendent a score of Exemplary in all seven standards. The document provided by the Superintendent gave numerous examples under the standard of how each were met. Our goals for the upcoming year include those outlined in the District Improvement Plan as required annually by the Kentucky Board of Education with a special emphasis on improving Technology in all areas: use by students, use by faculty, use by staff, service level by the Technology Department, and innovation at every level. We will also

embrace changes in leadership at the state level as an opportunity to influence decision-making on overarching policies that affect us. We will also embrace change in our district level as an opportunity to evaluate current practice and innovate or rejuvenate as needed in order to help our students and staff to “Strive to Be Their Best”.

The Corbin Independent School District is fortunate to have a Superintendent who is a “Redhound” in thought, word, and deed. Mr. Cox weighs every decision based on how it affects student achievement. Our school facilities are important in providing an inviting atmosphere in which our students can grow, learn, and have fun. Our faculty and staff are an even greater environmental influence on our students. Every classroom decision from which teacher should we hire to what paint color should we choose is based on how it will affect student achievement. We are blessed to have a Superintendent who not only hears but listens to others around him and collaborates with others every day to make these decisions that carry us forward and continue our Tradition of Excellence.