

Fremont 1 Superintendent Evaluation Crosswalk to the Wyoming Education Leader Standards

To demonstrate alignment to the *Wyoming Education Leader Standards*, a system must 1) demonstrate alignment to a majority of the elements within each standard, 2) be aligned to Standard I (*Clear and Consistent Focus on Maximizing the Learning and Growth of All Students*), and 3) align to **five** of the **six** remaining standards. Based upon this crosswalk, the *Fremont 1 Superintendent Evaluation* demonstrated alignment to **five** of the **seven** *Wyoming Education Leader Standards*. Using these criteria, the review team concluded that the *Fremont 1 Superintendent Evaluation* **is not aligned to the Wyoming Education Leader Standards**. Please see Table 1 for an overview of the crosswalk and Table 2 for details of the crosswalk between the *Fremont 1 Superintendent Evaluation* and the *Wyoming Education Leader Standards*.

Table 1. Crosswalk Overview

Standard	Number of Elements Aligned	Standard Aligned/Not Aligned
Standard 1	6/8	Aligned
Standard 2	2/6	Not Aligned
Standard 3	4/7	Aligned
Standard 4	3/4	Aligned
Standard 5	5/6	Aligned
Standard 6	3/4	Aligned
Standard 7	2/5	Not Aligned

Table 2. Detailed Fremont 1 Superintendent Evaluation Model Crosswalk to Wyoming Education Leader Standards

Wyoming Education Leader Standards	Fremont #1 Superintendent Evaluation
<i>Standard 1 - Clear and consistent focus on maximizing the learning and growth of all students</i>	<i>Principle 1 - Student Success</i> <i>Principle 2 - Advocate for Excellence</i>

	<i>Principle 4 - Communicate and Connect</i>
Key Element A. In collaboration with others and in alignment with district strategic priorities, use appropriate data to establish rigorous, concrete goals in the context of student achievement and instructional programming.	<p>Principle 1: Student Success: (iii) The superintendent will provide assistance to the Board in the establishment of clear student achievement goals.</p> <p>Principle 2: Advocate for Excellence: (vi) The superintendent interprets, clarifies, and provides relevant data and research for the Board.</p>
Key Element B. Ensure the alignment of the assessments to district identified prioritized standards used to track student growth and achievement over time.	<i>No Alignment</i>
Key Element C. Use multiple data measures appropriately within the technical limitations to monitor students' progress toward learning objectives to improve instruction.	<i>No Alignment</i>
Key Element D. Ensure a system of accountability for students' academic success and career readiness.	Principle 1: Student Success: (v) The superintendent is responsible for the continuous development, implementation, and evaluation of the instructional programs that focus on student learning.
Key Element E. Develop and maintain longitudinal data and communication systems to deliver actionable information for district, school, and classroom improvement.	<p>Principle 1: Student Success: (iv) The superintendent will report to the Board progress toward expectations and plans for accomplishing achievement goals during the year.</p> <p>Principle 1: Student Success: (vii) The superintendent will schedule presentations and reports by staff on curriculum, instruction, and assessments.</p>

	<p>Principle 2: Advocate for Excellence: (vi) The superintendent interprets, clarifies, and provides relevant data and research for the Board.</p> <p>Principle 4: Communicate and Connect: (iv) The superintendent will establish regular channels of communication with staff, students, parents, and the community.</p> <p>Principle 4: Communicate and Connect: (viii) The superintendent will ensure that an annual report to the community is published that describes progress toward achieving district goals.</p>
<p>Key Element F. Lead the implementation of a high-quality student support and assessment system.</p>	<p>Principle 1: Student Success: (i) The superintendent will promote an environment that focuses on success for all students.</p> <p>Principle 1: Student Success: (vii) The superintendent will schedule presentations and reports by staff on curriculum, instruction, and assessments.</p> <p>Principle 1: Student Success: (v) The superintendent is responsible for the continuous development, implementation, and evaluation of the instructional programs that focus on student learning.</p>
<p>Key Element G. Ensure high expectations for achievement,</p>	<p>Principle 1: Student Success: (i) The superintendent will promote</p>

growth and equity in opportunities for all students.	an environment that focuses on success for all students.
Key Element H. Work with staff to evaluate and use data to improve student achievement.	<p>Principle 1: Student Success: (iv) The superintendent will report to the Board progress toward expectations and plans for accomplishing achievement goals during the year.</p> <p>Principle 1: Student Success: (v) The superintendent is responsible for the continuous development, implementation, and evaluation of the instructional programs that focus on student learning.</p>
Standard 2 - Instructional and Assessment Leadership	Principle 1 - Student Success
Key Element A. Focus on student learning by leading the implementation of a rigorous, relevant and prioritized curriculum and assessment system.	<p>Principle 1: Student Success: (v) The superintendent is responsible for the continuous development, implementation, and evaluation of the instructional programs that focus on student learning.</p> <p>Principle 1: Student Success: (vii) The superintendent will schedule presentations and reports by staff on curriculum, instruction, and assessments.</p>
Key Element B. Work collaboratively to implement a common instructional framework that: Aligns curriculum with teaching, assessment, and learning AND Guides teacher conversation, practice, observation, evaluation, and feedback.	No Alignment
Key Element C. Recognize a full range of pedagogy and monitor the impact of instruction.	Principle 1: Student Success: (vii) The superintendent will schedule presentations and reports by staff on curriculum, instruction, and assessments.

Key Element D. Ensure that there is differentiation, personalization, intellectual stimulation, collaboration, authenticity, and recognition of student strengths in instructional practice.	No Alignment
Key Element E. Promote the effective uses of technology to support teaching and learning.	No Alignment
Key Element F. Ensure the use of formative assessment data to inform instruction.	No Alignment
Standard 3 - Developing and Supporting a Learning Organization	<p>Principle 1 - Student Success</p> <p>Principle 2 - Advocate for Excellence</p> <p>Principle 3 - Leadership & Governance</p> <p>Principle 5 - Effective Support & Processes</p>
Key Element A. Effectively lead the implementation of a high-quality educator support and evaluation system that advances the professional growth of their staff.	<p>Principle 2: Advocate for Excellence: (v) The superintendent will be responsible for the supervision of all employees of the district and will hold district personnel accountable for their duties.</p> <p>Principle 5: Effective Support & Processes: (iv) The superintendent will create job descriptions, assign staff, and establish a comprehensive evaluation system for all staff that reflects district expectations.</p>
Key Element B. Have a solid understanding of adult learning and ensure that all adults have the knowledge, skills, and dispositions necessary to promote student success.	No Alignment
Key Element C. Create and/or support collaborative learning	No Alignment

organizations to foster improvements in teacher practices and student learning.	
Key Element D. Guide implementation of improvement initiatives and provide the time and support for these initiatives to achieve desired outcomes.	Principle 1: Student Success: (v) The superintendent is responsible for the continuous development, implementation, and evaluation of the instructional programs that focus on student learning.
Key Element E. Lead the evaluation of new and existing programs as part of a continuous improvement process.	Principle 1: Student Success: (v) The superintendent is responsible for the continuous development, implementation, and evaluation of the instructional programs that focus on student learning.
Key Element F. Cultivate the ability of teachers and other members of the community to become leaders by providing assistance and leadership opportunities.	Principle 2: Advocate for Excellence: (vii) The superintendent will delegate authority to staff members as appropriate. Principle 3: Leadership & Governance: (vii) The superintendent will assist the Board in developing leadership training opportunities and new Board member orientation.
Key Element G. Facilitate high functioning groups of faculty and staff.	No Alignment
Standard 4 - Vision, Mission, and Culture	Principle 1 - Student Success Principle 2 - Advocate for Excellence Principle 4 - Communicate & Connect
Key Element A. Use relevant data and collaborate with members of the school, district, and community to create and endorse a vision for the achievement of every student.	Principle 1: Student Success: (i) The superintendent will promote an environment that focuses on success for all students.

	<p>Principle 1: Student Success: (iii) The superintendent will provide assistance to the Board in the establishment of clear student achievement goals.</p> <p>Principle 1: Student Success: (iv) The superintendent will report to the Board progress toward expectations and plans for accomplishing achievement goals during the year.</p> <p>Principle 2: Advocate for Excellence: (vi) The superintendent interprets, clarifies, and provides relevant data and research for the Board.</p>
<p>Key Element B. Articulate, advocate, and cultivate core values that define the school's and district's culture.</p>	<p>No Alignment</p>
<p>Key Element C. Create and maintain a positive climate with a trusting, safe environment that promotes effective student learning and adult practice.</p>	<p>Principle 1: Student Success: (ii) The superintendent will take reasonable steps to create a school environment that is safe, conducive to the learning process and free from unnecessary disruption to ensure success for all students.</p> <p>Principle 2: Advocate for Excellence: (viii) The superintendent will take reasonable steps to ensure conditions, procedures, actions, or decisions that result in lawful, ethical, safe, respectful and dignified treatment of all stakeholders.</p> <p>Principle 4: Communicate and Connect: (v) The superintendent will provide open and honest communications with staff in all</p>

	written and interpersonal interactions.
<p>Key Element D. Collaboratively evaluate the mission and vision, modifying them based on changing intentions, opportunities, demands, and positions of students, staff, and community.</p>	<p>Principle 1: Student Success: (iv) The superintendent will report to the Board progress toward expectations and plans for accomplishing achievement goals during the year.</p> <p>Principle 1: Student Success: (v) The superintendent is responsible for the continuous development, implementation, and evaluation of the instructional programs that focus on student learning.</p> <p>Principle 1: Student Success: (vii) The superintendent will schedule presentations and reports by staff on curriculum, instruction, and assessments.</p> <p>Principle 2: Advocate for Excellence: (iii) The superintendent will identify needs of the district and report them to the Board.</p>
<p>Standard 5 - Efficient and Effective Management</p>	<p>Principle 1 - Student Success</p> <p>Principle 2 - Advocate for Excellence</p> <p>Principle 3 - Leadership & Governance</p> <p>Principle 4 - Communicate & Connect</p> <p>Principle 5 - Effective Support & Processes</p>
<p>Key Element A. Recruit, hire, support, develop, and retain</p>	<p>Principle 2: Advocate for Excellence: (v) The superintendent will</p>

effective teachers and other professional staff and form them into an effective team.

be responsible for the supervision of all employees of the district and will hold district personnel accountable for their duties.

Principle 2: Advocate for Excellence: (viii) The superintendent will take reasonable steps to ensure conditions, procedures, actions or decisions that result in lawful, ethical, safe, respectful and dignified treatment of all stakeholders.

Principle 4: Communicate and Connect: (iv) The superintendent will establish regular channels of communication with staff, students, parents, and the community.

Principle 4: Communicate and Connect: (v) The superintendent will provide open and honest communications with staff in all written and interpersonal interaction.

Principle 5: Effective Support & Processes: (i) The superintendent will make recommendations to the Board regarding employment or dismissal of all certified and support staff.

Principle 5: Effective Support & Processes: (ii) The superintendent will inform the Board of any certified staff

	<p>placed on an improvement plan.</p> <p>Principle 5: Effective Support & Processes: (iii) The superintendent will ensure reasonable background inquiries and checks are made prior to hiring any paid personnel.</p> <p>Principle 5: Effective Support & Processes: (iv) The superintendent will create job descriptions, assign staff, and establish a comprehensive evaluation system for all staff that reflects district expectations.</p> <p>Principle 5: Effective Support & Processes: (v) The superintendent will develop and recommend to the Board compensation and benefit plans for staff consistent with the applicable marketplace, with organizations of comparable size and type, and within available resources.</p>
<p>Key Element B. Facilitate the adaptation and monitoring of operational systems and processes to ensure a high-performing organization that includes clear expectations, structures, rules, and procedures for effective and efficient operations focused on high-quality teaching and learning.</p>	<p>No Alignment</p>
<p>Key Element C. Limit the number of initiatives and ensure that whatever programs and strategies are implemented in their school and district are supported by the best research available and are aligned to school and district plans.</p>	<p>Principle 1: Student Success: (iii) The superintendent will provide assistance to the Board in the establishment of clear student achievement goals.</p>

	<p>Principle 1: Student Success: (iv) The superintendent will report to the Board progress toward expectations and plans for accomplishing achievement goals during the year.</p> <p>Principle 2: Advocate for Excellence: (vi) The superintendent interprets, clarifies, and provides relevant data and research for the Board.</p>
<p>Key Element D. Use appropriate strategies to guide their organizations through change (e.g. first- and second-order change strategies).</p>	<p>Principle 1: Student Success: (v) The superintendent is responsible for the continuous development, implementation, and evaluation of the instructional programs that focus on student learning.</p> <p>Principle 2: Advocate for Excellence: (ii) The superintendent will keep the Board aware of local, statewide, and national educational developments and changes.</p> <p>Principle 2: Advocate for Excellence: (iii) The superintendent will identify needs of the district and report them to the Board.</p>
<p>Key Element E. Support the learning of all students by appropriating and regulating monetary, human and material supplies, time, equipment, technology, and alliances with school and district goals.</p>	<p>Principle 5: Effective Support & Processes: (vi) The superintendent shall take reasonable steps to ensure that: (a) A detailed budget, based on district priorities, is presented to the Board. (b) The fiscal condition of the district meets all legal requirements and is consistent with the district strategic plan, policies, and priorities. (c) The long-term financial health of the district is sound. (d) Assets are protected, adequately</p>

	<p>maintained, and appropriately used.</p> <p>Principle 5: Effective Support & Processes: (vii) The superintendent will develop and implement policies, procedures, and/or rules and regulations to maintain adequate student services, deal with health and safety emergencies, and provide direction and supervision of student activities.</p>
<p>Key Element F. Ensure the expectation that students, staff, and the school and district engage persistently within the guidelines of federal, state, and local laws, policies, regulations, and statutory requirements.</p>	<p>Principle 1: Student Success: (vi) The superintendent will provide leadership in meeting district, state, and federal standards.</p> <p>Principle 2: Advocate for Excellence: (viii) The superintendent will take reasonable steps to ensure conditions procedures, actions or decisions that result in lawful, ethical, safe, respectful and dignified treatment of all stakeholders.</p> <p>Principle 3: Leadership & Governance: (iii) The superintendent will assure compliance with all legal requirements relative to Board meetings, including executive sessions, posting of notices, and maintenance of meeting records.</p> <p>Principle 3: Leadership & Governance: (vi) The superintendent will operate under adopted policies and regulations that are consistent with law and the Board’s expectations.</p>
<p>Standard 6 - Ethics and Professionalism</p>	<p>Principle 2 - Advocate for Excellence</p>

Key Element A. Lead with integrity.	No Alignment
Key Element B. Establish a culture in which ethical behavior is expected and practiced by all faculty, staff, students, and volunteers.	Principle 2: Advocate for Excellence: (viii) The superintendent will take reasonable steps to ensure conditions, procedures, actions or decisions that result in lawful, ethical, safe, respectful and dignified treatment of all stakeholders.
Key Element C. Contribute to district and state initiatives.	Principle 2: Advocate for Excellence: (ix) The superintendent will continually upgrade his/her professional knowledge and qualifications through membership and participation in professional associations, conferences, and workshops.
Key Element D. Evaluate the potential ethical, legal, and precedent-setting consequences of decision-making.	Principle 2: Advocate for Excellence: (viii) The superintendent will take reasonable steps to ensure conditions, procedures, actions or decisions that result in lawful, ethical, safe, respectful and dignified treatment of all stakeholders.
Standard 7 - Communication and Community Engagement	Principle 2 - Advocate for Excellence Principle 4 - Communicate & Connect
Key Element A. Advocate and effectively communicate with a range of stakeholders, from students and teachers to parents and members of the larger community, including media, to advance the organization's vision and mission.	Principle 2: Advocate for Excellence: (iv) The superintendent, with his/her designee(s), will inform and interpret school programs and activities to the community. Principle 4: Communicate and Connect: (i) The superintendent will communicate information to the Board on a regular basis. Principle 4: Communicate and Connect: (iii) The superintendent keeps the Board informed of district programs, operations,

	<p>school conditions, and other issues or problems.</p> <p>Principle 4: Communicate and Connect: (iv) The superintendent will establish regular channels of communication with staff, students, parents, and the community.</p> <p>Principle 4: Communicate and Connect: (vi) The superintendent will establish and maintain a working relationship with the news media.</p> <p>Principle 4: Communicate and Connect: (viii) The superintendent will ensure that an annual report to the community is published that describes progress toward achieving district goals.</p>
<p>Key Element B. Implement and maintain policies to establish working relationships with the community and media to garner support and build consensus for school and district goals.</p>	<p>Principle 4: Communicate and Connect: (iv) The superintendent will establish regular channels of communication with staff, students, parents, and the community.</p> <p>Principle 4: Communicate and Connect: (vi) The superintendent will establish and maintain a working relationship with the news media.</p> <p>Principle 4: Communicate and Connect: (viii) The superintendent will ensure that an annual report to the community is published</p>

	that describes progress toward achieving district goals.
Key Element C. Use community engagement efforts to identify and share successes and to address challenges for the benefit of students.	No Alignment
Key Element D. Are easily approached, available, and inviting to students, staff, and community.	No Alignment
Key Element E. Are intentional about considering improvement ideas from outside the school system.	No Alignment