



Superintendent Evaluation

Hammondsport CSD
8272 Main St.
Hammondsport, NY
607-569-5200

Superintendent's Name





Mr. Kyle C Bower

School Year

2019-2020

Ratings on Individual Domains:

A. Relationship with the Board	Ineffective	Developing	Effective	Highly Effective
B. Community Relations	Ineffective	Developing	Effective	Highly Effective
C. Staff Relationships	Ineffective	Developing	Effective	Highly Effective
D. Business and Finance	Ineffective	Developing	Effective	Highly Effective
E. Instructional Leadership	Ineffective	Developing	Effective	Highly Effective
F. Annual Goals	Ineffective	Developing	Effective	Highly Effective
F.1 Attendance The Superintendent will lead a formal District review process of the District Attendance policy in light of new ESSA accountability measures. Any proposed revisions will be presented to the Board for discussion and vote no later than June 1, 2020.	Ineffective	Developing	Effective	Highly Effective
F.2 BEDS Code Due to increased accounting and reporting requirements implemented by NY State and the Every Student Succeeds Act, the Superintendent will investigate the elimination of a school BEDS code and make a written recommendation to the Board on a course of action no later than May 1, 2020.	Ineffective	Developing	Effective	Highly Effective
F.3 Onboarding Process for Students With the focus in year one on grades K-6, the Superintendent				

<p>will lead a formal review of the student registration, enrollment, and screening processes (onboarding) within the District. District policies will be brought in line with current best practices and current staffing. Recommended policy and regulation changes will come at the end of the 20-21 school year following the year two review of grades 7-12 onboarding practices.</p>	Ineffective	Developing		Highly Effective
<p>F.4 Facilities Plan The Superintendent will work with District administration, faculty, and staff, along with current enrollment projections and program needs, to create a long term room usage and facilities plan. This plan will be used to guide the development of the next facilities committee and capital project beginning in the fall of 2020. A draft room usage and facilities plan will be presented to the Board for comment by June 1, 2020.</p>	Ineffective		Effective	Highly Effective
<p>F.5 Transportation After data gathering and impact analysis, the Superintendent will generate a formal recommendation to the Board on District transportation policy as it relates to mileage limits, route efficiency, and student pick up/drop off locations no later than March 1, 2020.</p>	Ineffective	Developing	Effective	
Overall Rating	Ineffective	Developing	Effective	

Comments by the Board of Education
-none-

Comments by the Superintendent
I thank the Board for their support and guidance during this challenging year. I am thankful to be a part of such a thoughtful, professional, focused leadership team and such a great District!

Superintendent's Signature: Mr. Kyle C Bower
Mr. Kyle C Bower
(signed electronically)

Date: 6/19/20

Trusted Agent's Signature: Dennis Carlson
Dennis Carlson
(signed electronically)

Date: 6/20/20

Please Note:

- Pursuant to law, portions of this evaluation have been redacted.
- The administrator's signature indicates that he or she has seen and discussed the evaluation; it does not necessarily denote agreement with the evaluation.