

**Summary:**

**Student Growth & Achievement 1.0 – 1.3**

**Exceeds Expectations**

- Wayne is very active in professional and community groups to highlight both the district as a whole and individual student achievement in both academics and athletics.
- Based on our current available tools both readily available and data mining efforts are being used to achieve growth in our district.
- With the development of our curriculum improvement plan we have seen positive trending, and this will assist South Park in meeting our testing scores which are lagging in certain areas.
- Wayne has been able to utilize the curriculum director, administrators, teachers and the board to focus on improving student achievement/mastery to meet the expectations of proficiency.
- Wayne has held the administrators and teachers accountable for focusing on achieving student growth metrics.

**District Operations & Financial Management 2.0 - 2.4**

**Meets Expectations**

- Wayne does a great job supervising the operations of the district and being visible to the public.
- Given the lack of nonresidential taxbase and a shrinking state funding system, Wayne and his administrative team have done an outstanding job finding grant resources and making the budget fit the needs of the district.
- The construction of the SPSD is a huge undertaking with many informed decisions that needs to be achieved through discussions with the administrative staff and Wayne's focus.
- Wayne communicates openly to the board and provides updates. If there are questions that cannot be answered directly Wayne is prompt in securing those answers to questions.

**Organizational Leadership 3.0 – 3.9**

**Exceeds Expectations**

- Wayne deals with difficult situations in a swift manner, keeping administration, staff and board apprised of details as warranted.
- Wayne spends many hours on the campus and available to staff, parents, and board members as needed.
- Wayne is very supportive of board members. He actively listens and follows through with information in a very timely manner. In addition, he deals with many behind the scenes issues and shares those as necessary with the board.
- While students declining performance is recognized and evidence of proficiencies below expectation are being addressed, Wayne has a desire to move our district forward in any way that he can. There is always room for growth and improvement, but as caring nature can further champion change.
- Wayne possesses good communication skills, demonstrates active listening skills genuinely and respectfully respond to others.

- Wayne has always been at the forefront of addressing issues before they arise into major problems.

**Professionalism 4.0 – 4.7**

**Exceeds Expectations**

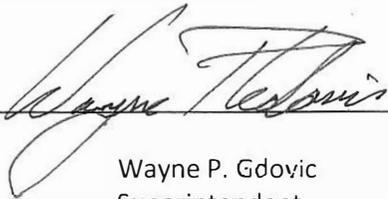
- Wayne is willing to step into any job that is needed throughout the district. He has been on bus duty, cafeteria duty and has driven the van when needed.
- Wayne is an upstanding individual and treats others with courtesy and respect. He is a great ambassador for the district, community, above and beyond what is required.
- In many respects the growth in the district is based on Wayne's ability to convince others in the district that his vision is the right direction.
- Wayne is the ideal representative of the district and is a great role model for a student body.
- Throughout the last school year Wayne has shown his ability to adapt and adjust on the fly with little to no impact on the day-to-day function of the district.

**Areas of Development Opportunities**

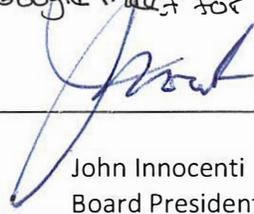
- Improving student achievement/mastery must be the focus of all staff, teachers, administrators and the board. While a plan has been developed the key will be the execution and the results.
- Teacher morale appears to be lower than in previous years. This directly impacts our students motivating them to excel. The district needs to embrace "South Park Pride" more enthusiastically.
- Given the addition of new members to the administrative team an effort needs to be made to develop the whole team beyond separate school designations to achieve the goals outlined for the district.

**Overall Performance Rating: Exceeds Expectations**

Met with John Innocenti 8-30-23 @ 1:00  
via Google Meet for review



Wayne P. Gdovic  
Superintendent



John Innocenti  
Board President

8-30-23

Date

9/14/2023

Date