

**Summative Performance Evaluation of Dr. Marty Pollio**  
**Superintendent, Jefferson County Public Schools**  
**Jefferson County Board of Education**  
**2022-2023 School Year**

On January 17 and May 23, 2023, the Jefferson County Board of Education (“Board”) met in closed executive session to conduct formative discussions of the performance evaluation of the Superintendent, Dr. Marty Pollio. On June 13 June 27, and July 11 2023, the Board met in closed executive session to conduct preliminary discussions of this summative performance evaluation of Dr. Pollio. The performance evaluation of the Superintendent is governed by KRS 156.557 and Board Policy 02.14 and utilizes performance indicators for each of the seven leadership standards set forth in District Administrative Procedure 02.14 AP.2.

The following designations were used by the Board to indicate the Superintendent’s performance in the seven leadership standards:

- 1) **Exemplary:** Exceeds the standard
- 2) **Accomplished:** Meets the standard
- 3) **Developing:** Making progress toward meeting the standard
- 4) **Improvement Required:** Progress toward meeting the standard is unacceptable

**STANDARD 1: STRATEGIC LEADERSHIP-** The Superintendent leads the development and implementation of District vision, mission and goals while creating conditions to ensure that every student graduates high school with the knowledge and skills necessary to be successful in the 21<sup>st</sup> Century.

**Rating: Exemplary**

Comments and Evidence to support the Superintendent's performance for this standard:

Continuing to be guided by the JCPS Three Pillars (Backpack of Success Skills, Racial Equity and Culture/Climate) and his Future State plan, Dr. Pollio pushed an aggressive agenda this year to make major changes. These strategic initiatives include school start times, 10-year facility plan, summer learning programs, staff salary increases and a more equitable method of funding our schools. We commend Dr. Pollio for assisting the Board in beginning the implementation of Student Outcomes Focused Governance through the Council of the Great City Schools (CGCS). This process will result in better monitoring of District goals and guardrails to focus upon and improve student learning. Dr. Pollio has a clear commitment to a strategic vision with specific principles and an infrastructure to put those principles into practice.

**STANDARD 2: INSTRUCTIONAL LEADERSHIP-** The Superintendent supports and builds a system to effectively use District resources and research-based best practices for curriculum, instruction and assessment in reducing achievement gaps and continuously improving teaching, learning and student achievement.

**Rating: Accomplished**

Dr. Pollio has shown leadership in this area by the alignment of math and reading curriculum, standards-based grading, continued success of one (1) Elev8 Learning Center, expansion of the Academies of Louisville to all resides schools and the Explore Academies in middle school. We applaud Dr. Pollio's demonstrated thoughtfulness, use of stakeholder engagement and data to arrive at the selection of a high-quality district-wide reading and math curriculum. We understand that both the superintendent and the Board are responsible for improving student outcomes. The Board is cognizant that our current federal and state mandated testing system may not be giving us an accurate picture of student learning and growth, however we are still concerned that we have far too many students who are not being successful in the learning environment. The Board is also concerned that the Chief Academic Officer position was left vacant for many months which could have affected the momentum of the Backpack, curriculum changes and other initiatives such as summer learning programs. The Board believes that the Backpack program is a very sound learning practice if it is implemented consistently and with fidelity across the District. The Board wants to better understand how the Backpack is contributing to the growth of our students, including exploring ways to measure this growth. While we commend Dr. Pollio for the highest graduation and career-readiness rates to date, much more needs to be done to ensure that EVERY student is successful. We know that Dr. Pollio also shares this view, which is why we again commend him for guiding the Board toward the Student Outcomes Focused Governance model and are confident in his leadership ability to continue improving student learning in the District.

Areas for continued emphasis and growth under the standard of **INSTRUCTIONAL LEADERSHIP**:

1. Continue and increase monitoring to ensure consistent instructional expectations and equitable resource deployment between all schools and programs, particularly Choice Zone and AIS schools.
2. Determine if a metric can be developed for measuring student growth and learning as a result of the Backpack of Success Skills program. If a metric is determined, reporting to the Board should occur at regular and appropriate intervals.
3. Fully operationalize the Elev8 Student Learning Centers through the opening of the two additional locations that have been approved by the Board.
4. Expand outreach efforts to community partners and early childhood providers to increase kindergarten readiness.
5. Be mindful of the impact of unfilled positions within leadership staff ranks.

**STANDARD 3: CULTURAL LEADERSHIP-** The Superintendent understands the history, tradition and multicultural differences of the District. He empowers all stakeholders to assist in shaping District culture and climate as they support efforts to improve teaching and learning for all.

**Rating: Accomplished**

Dr. Pollio continues to be champion for the District and is consistently in the public eye unapologetically explaining who we are in JCPS. Despite the state and national culture wars that are creating division in our communities, Dr. Pollio continues to ensure staff are implementing the District's racial equity plan with fidelity and support for our LGBTQI+ students and staff. Through school visits, Board members observe a great climate of inclusion of all groups in JCPS schools. Dr. Pollio and staff worked for many months to implement an innovative safety plan that would have the best chance of not harming African American, immigrant, and LGBTQI+ students. We commend Dr. Pollio for the creation of the position of Assistant Superintendent for English Language Learners to focus upon strategies on how to accommodate this fast-growing segment of our student population. Reduction of attrition rate for African American teachers is remarkable and demonstrates a clear commitment to and strategy for increasing diversity among teachers. While Dr. Pollio is strong under this standard, there are areas for improvement. Likely due to the large size of JCPS, there can be a lack of consistency in positive culture from school to school and department to department. Board members continue to hear concerns from both staff and parents regarding disruptions to classroom learning. The Board is also mindful that disproportionalities continue to exist in disciplinary outcomes. We encourage Dr. Pollio to continue his efforts to improve culture across the District.

**STANDARD 4: HUMAN RESOURCE LEADERSHIP-** The Superintendent leads the District in developing professional learning communities among a highly effective and diverse staff. He assists in the planning of professional development opportunities for all staff and develops and implements an effective staff performance evaluation system. The Superintendent provides technical advice to the Board to administer and negotiate labor contracts.

**Rating: Accomplished**

Through salary increases, salary enhancements for certain positions, new start times and deployment of resource teachers to classrooms, Dr. Pollio has demonstrated leadership and innovation to address the personnel shortage within JCPS. Positive changes to the Human Resources Department as well as continued efforts with organizational coherence are making a positive impact in the District. We applaud the expansion and success of the Louisville Teacher Residency Program, which is essential to increasing the number of highly skilled teachers in our lower performing schools. While there is a clear commitment to professional learning communities (PLCs) and improving teacher effectiveness, the consistency of PLC quality continues to be a challenge. We are encouraged by various other employee recruitment efforts and encourage Dr. Pollio to continue pursuing innovative ways to bring qualified employees to JCPS. In a time of divisive rhetoric directed at educators across the state and nation, we encourage Dr. Pollio to continue efforts to improve employee burnout, fatigue and morale.

**STANDARD 5: MANAGERIAL LEADERSHIP-** The Superintendent uses data analysis in budgeting, staffing and problem solving to make recommendations to the Board as they effectively and efficiently allocate resources and establish support systems for all District stakeholders.

**Rating: Accomplished**

Dr. Pollio adeptly manages and monitors the District's \$2.1 billion annual budget, including an adequate fund balance to ensure expenses can be paid before all annual revenue is collected. Dr. Pollio efficiently utilizes available resources, including strategic use of federal ESSER funds. Dr. Pollio effectively and routinely shares budgetary and other financial information with the Board and stakeholders via meeting materials and online resources. After building the case for much needed new facilities and renovations, Dr. Pollio is now leading multiple school construction and renovation projects. Dr. Pollio effectively responded to the Board's concerns regarding weapons in our schools by thoroughly investigating, analyzing and issuing a request for proposals (RFP) for the use of weapon detection systems beginning in the 2023-2024 school year. Dr. Pollio has effectively implemented the innovative school safety administrator program. Dr. Pollio's needs-based budgeting proposal was innovative, data-driven, bold and demonstrates a deep understanding of and commitment to what will be required to improve outcomes for all students.

**STANDARD 6: COLLABORATIVE LEADERSHIP-** The Superintendent maintains a positive relationship with Board members as they work together to establish community support for the District's goals through effective two-way communications with students, staff, parents, business representatives, government leaders, community members and the media.

**Rating: Exemplary**

Throughout his tenure as superintendent, Dr. Pollio continues to build effective and authentic relationships with community stakeholders and partners. This is evidenced by the broad support of community leaders at the annual State of the District Address as well as other events throughout the year. Dr. Pollio routinely makes himself available to the media and other local groups. Dr. Pollio is a great collaborator with business partners and the Foundation. He never hesitates to ask these groups for financial or other assistance as he recognizes additional resources and support is needed for our Choice Zone schools. This was evident this past year when JCPS received a \$20 million donation that will be utilized in part by the Foundation to bring greater equity to school activity funds across the District. Dr. Pollio effectively communicates and collaborates with the District's employee bargaining units resulting in good working relationships with each.

**STANDARD 7: INFLUENTIAL LEADERSHIP-** The Superintendent uses his position in the District and community to work with local, state and federal officials to influence policies affecting the political, social, economic, legal, cultural and ethical governance of public education.

**Rating: Exemplary**

Dr. Pollio has increased the District's advocacy at the local and state levels. Dr. Pollio's involvement with the Council of the Great City Schools ensures that our voice is also heard at the federal level. We commend Dr. Pollio for always standing up for JCPS, including when some legislators were misguided into promoting unnecessary bureaucracy on our District that did not apply to other districts. Dr. Pollio quickly and practically single-handedly stopped the push to audit JCPS with the goal of splitting it up into multiple districts, which is the most clear example of his consistent ability to prevent a hostile state legislature from damaging or destroying JCPS to the detriment of our most vulnerable communities. We encourage Dr. Pollio to continue ensuring that advocacy efforts include dialogue with local and state leaders when policies are having adverse impacts upon students, including challenging those officials when decisions, or lack thereof, might have a negative effect on the District. We continue to support Dr. Pollio's outspoken advocacy and leadership on the state level to garner support on key education policy and budgetary issues.

**COMPENSATION:** Dr. Pollio’s contract allows the Board, at its discretion, to annually consider an increase in his salary or a lump sum payment if his performance in a given year would merit such consideration. The current contract with Dr. Pollio sets his base salary at \$276,000. The Board has studied superintendent compensation of the largest districts in the state. JCPS is an urban district with many complexities associated with our large size and diverse population. The Board has been informed that the base salary for the superintendent of Fayette County (KY) Schools is \$313,813. Based upon Dr. Pollio’s performance this past year as evidenced by this evaluation and addressing the clear disparity in salary compared to the second largest school district in the state, the Board is providing a salary increase to Dr. Pollio, effective for the pay period beginning July 22, 2023. The salary increase will result in a new base salary of \$350,244.

**SUMMARY REPORT**  
**Summative Performance Evaluation of Dr. Marty Pollio**  
**Superintendent, Jefferson County Public Schools**  
**2022-2023 School Year**

Pursuant to KRS 156.557 (6) and Board Policy 02.14, the Jefferson County Board of Education has completed the annual summative performance evaluation of the Superintendent Marty Pollio for the 2021-2022 school year. Despite the challenges that continue to remain due to the pandemic, the past year has been a positive one for public education in our school district.

The evaluation focused on the seven standards of leadership performance: strategic, instructional, cultural, human resource, managerial, collaborative and influential. Each standard was evaluated based upon performance indicators approved by the Board.

Superintendent Pollio received a rating of **Exemplary** in the areas of **Strategic, Influential and Collaborative Leadership**. He was rated **Accomplished** in the areas of **Cultural, Instructional, Managerial and Human Resources Leadership**.

The Board will be working with Superintendent Pollio over the next several weeks to develop goals for our District for the 2023-2024 school year. We look forward to working together to continue making JCPS a better District for our students, staff and community.

Jefferson County Board of Education

\_\_\_\_\_  
Chairperson

\_\_\_\_\_  
Date

\_\_\_\_\_  
Martin A. Pollio, Ed.D., Superintendent

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Date