



2025-2026

DIRECTOR OF SCHOOLS EVALUATION SUMMARY REPORT

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2025-2026 Director of Schools Evaluation Summary Year-over-Year Comparison

Overview: This comparison provides a comparative analysis of your evaluation data from the last two school years and the current school year. The results indicate consistent high performance across all evaluated domains, with slight year-over-year gains in some key areas.

Board Observational Data Comparison			
Performance Standard	2023-2024 Mean Score	2024-2025 Mean Score	2025-2026 Mean Score
Vision	4.80	4.81	5
Instructional Leadership	4.77	4.77	4.81
Organizational Management	4.72	4.77	4.86
Communications/Community Relations	4.51	4.68	4.77
Professionalism	4.80	4.79	4.86
Governance/Board Relations	4.73	4.89	4.83
Total Mean Score	4.72	4.79	4.82

Key Observations:

- The Director's overall Board Observation mean score increased from 4.79 in 2024-2025 to 4.82 in 2025-2026, continuing a three-year trend of consistently high performance across all evaluation standards.
- *Vision* received a perfect mean score of 5.00, representing the highest-rated performance standard.
- *Organizational Management* and *Professionalism* both increased to 4.86, continuing an upward trend from prior years and representing the strongest sustained gains since 2023-2024.
- *Communications/Community Relations* improved for the third consecutive year, increasing from 4.51 in 2023-2024 to 4.77 in 2025-2026, representing the largest multi-year gain among all performance standards.

Administrator Survey Results - Metrics	2023-2024	2024-2025	2025-2026
Total Number of Responses	21	23	23
Mean Score (Questions 1-20)	4.96	4.95	4.92

Key Observations:

- Administrator survey results remained exceptionally strong, with an overall mean score of **4.92**, marking the third consecutive year that the average rating exceeded **4.90**.
- Although the overall mean score decreased slightly from **4.95 to 4.92**, ratings across all survey items remained within a narrow range, indicating continued positive perceptions of leadership effectiveness.

Item-Level Highlights from Administrator Survey

While overall administrator ratings remained exceptionally strong and stable (Mean Score over 4.9 in both years), a closer look at individual items reveals some meaningful trends:

Question	2023-2024 Mean Score	2024-2025 Mean Score	2025-2026 Mean Score
Q1	4.95	5	4.96
Q2	5	4.96	4.96
Q3	4.9	4.91	4.87
Q4	4.9	4.96	4.96
Q5	4.95	4.96	4.91
Q6	5	4.87	4.87
Q7	5	5	4.91
Q8	5	4.96	4.87
Q9	5	5	4.91
Q10	5	4.96	4.91
Q11	4.95	4.87	4.83
Q12	4.95	4.96	4.96
Q13	4.9	4.91	4.96
Q14	4.9	4.96	4.91
Q15	5	5	5
Q16	4.95	4.91	4.91
Q17	5	5	4.91
Q18	4.95	4.96	4.87
Q19	4.95	4.96	4.91
Q20	5	4.96	5
Score	4.96	4.95	4.92

Notable Increases:

Q13: The Director demonstrates a caring attitude.
Increased from 4.91 to 4.96 between 2024-25 and 2025-26.

Q15: The Director demonstrates honesty and integrity.
Maintained a perfect mean score of 5.00 for three consecutive years.

Q20: The Director is accessible when needed.
Earned a perfect mean score of 5.00.

Slight Decreases:

Q11: The Director has an effective plan to recruit competent employees.
Decreased from 4.87 to 4.83

Q8: The Director supports and encourages innovation.
Decreased from 4.96 to 4.87

Q7, Q9, Q10, Q17, and Q19, showed minor year-to-year variation but remained at or above 4.91