

Knox County R-I School District
Programs and Services Evaluation Form

Program: Graduation Rate/Attendance

Person(s) responsible: Administrators

Number of Employees: Certified 57 Non-Certified 19 Full- and Part-Time

Number of students enrolled/participating in the program: 493

Program: Local x State x Federal x

Goals and Objectives (Can it be measured with data?):

Goal 2: Recruit, attract, develop, and retain highly qualified staff to carry out the district's mission, goals and objectives.

Objective 1: 100% of the staff will be supported through high quality professional development, to achieve a high level of student success.

Goal 2: Recruit, attract, develop, and retain highly qualified staff to carry out the district's mission, goals and objectives.

Objective 3: Provide programs that attract and develop aspiring teachers .

Evaluation Criteria (What gauges success?):

Staff Retention Data
Staff Evaluation Data
Student Assessment Data
Climate Survey Data

Types of data collected: (Check all areas that apply)

X Surveys of staff, community, students, business
X Standardized assessments, assessment statistics
X Longitudinal performance data
 Participation or placement rates
 Financial revenues/expenditures
X Internal evaluations by staff
 External evaluations by others
 Attendance rates
 Dropout rates
 Suspension/expulsion/discipline rates
 Participation rates in co-curricular/extracurricular activities
 Special program participation rates
 College/vocational attrition rates

____ College/vocational completion rates
____ Student attitude and interest surveys
____ other

Procedures used to evaluate the collected data:

- Comparison of staff retention data
- Analysis of surveys
- Analysis of student growth data

Who collects the data? Administrators and Teacher

Who reports the data? Administrators and Teachers

Who analyzes the data? Administrators and Teachers

Success of program based on the data (benefits):

- Lower turn over rate
- New teachers feel better prepared to use technology to enhance their teaching

Recommended changes needed to achieve the goals and objectives of the program:

- Try to find more incentives
- Offer specific professionals development to meet staff needs
- Continue to strengthen the mentoring program

Action to be taken:

- Continue to work on Professional Development that meets the needs of each individual teacher/staff member.
- Continue to find more ways to support teachers/staff members
- Continue to provide attractive Salaries and Benefits

Changes made in the last two years:

- Added \$3,000 to the teacher base
- Added bus monitors to 9 out of 10 routes
- Internal student flex to support programs (Nest, Communications, Industrial Tech, Maintenance)
- New Teacher Cohorts 1st and 2nd year - technology/new teacher onboarding process

Date presented to the Board of Education: October 16, 2025