

MARK ANGLE-HOBSON, Ed.D.
2026-27 SUPERINTENDENT EVALUATION STANDARDS, GOALS, AND ARTIFACTS

STANDARD 1 VISIONARY DISTRICT LEADERSHIP	
GOAL	Artifacts
Lead the first full year of implementation of SOESD's 2026–31 Strategic Plan by aligning agency priorities, systems, resources, and decision-making with our mission, vision, core values, and strategic priorities.	- Continue our partnership with Studer Education to deepen understanding of our core values and establish systems for monitoring progress, celebrating successes, and continuously improving outcomes. - Embed strategic priorities into departmental work plans and leadership practices. - Create, implement, and monitor Bullseye and Scorecard processes.

STANDARD 2 ETHICS AND PROFESSIONAL NORMS	
GOAL	Artifacts
Ensure ethical decisions and cultivate professional norms and culture including equity, fairness, integrity, transparency, trust, collaboration, and perseverance.	- Refine administrative team structure to replace two school improvement coordinators with a single director. - Continue to provide a regular internal newsletter, <i>SOESD Almanac</i>. - Continue to provide a regular external newsletter, <i>SOESD Almanac: Component District Edition</i>. - Experiment with different formats for continuation of the monthly <i>Coffee with Cabinet</i> meetings that best meet employees' schedules and needs for information.

STANDARD 3 INCLUSIVE DISTRICT CULTURE

GOAL	Artifacts
• Develop and maintain a supportive, equitable, culturally responsive, and inclusive district culture.	• Thoughtfully include survey opportunities for employees to share feedback on what is working, what is unclear, and suggestions for continuous improvement. • Share with employees themes from survey feedback, as well as planned actions resulting from the feedback. • Provide an opportunity for employees to provide feedback through the Employee Experience Survey. • Provide an opportunity for component districts to provide feedback through the Agency Services Survey.

STANDARD 4 CULTURALLY RESPONSIVE INSTRUCTIONAL LEADERSHIP AND IMPROVEMENT

Descriptors	Artifacts
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STANDARD 5 COMMUNICATION AND COMMUNITY RELATIONS

GOAL	Artifacts
• Cultivate relationships and partnerships with members of business, civic, and local government in support of their advocacy for district, school, and community needs.	• Monthly Meetings with Union Leadership. • Chair of RESOLVE Board of Directors. • Active member of Oregon Association of ESDs (OAESD). • Active member of Coalition of Oregon School Administrators (COSA). • Convene regional superintendent meetings with legislators.

STANDARD 6 EFFECTIVE ORGANIZATIONAL MANAGEMENT

GOAL	Artifacts
• Establish and implement a process to keep board policies up to date.	• Continue to contract with OSBA to host a searchable policy page on the SOESD website. • Contract with OSBA to provide regular policy updates for board review and approval.

STANDARD 7 EFFECTIVE FINANCIAL MANAGEMENT

GOAL	Artifacts
• Develop a proposed budget in accordance with board priorities and district direction.	• Continue to increase budget transparency and access. • Create a long-term capital improvement plan for board approval.

STANDARD 8 POLICY, GOVERNANCE, AND ADVOCACY

GOAL	Artifacts
• Develop relationships, lead collaborative decision-making and governance, and represent and advocate for district needs in local, county, and state policy conversations.	• Plan and facilitate weekly Cabinet Meetings. • Plan and facilitate monthly Admin Team/OP Meeting. • Plan and facilitate monthly Administrative Team Meeting. • Plan and facilitate monthly Regional Superintendents Meeting. • Participate in COSA Off-the-Record and statewide Legislative meetings for funding advocacy.