

Superintendent Evaluation – Mid-Year (March, 2026)

Goal Area 1: Governance Team: Goals and/or Strategic Plan

Evidence of progress: Strategic Plan Timeline, Presentations, Videos, Email/Social Media Communications.

The district is making solid progress toward the development of a comprehensive, aligned strategic plan. Work to date has focused on organizing the planning framework, clearly defining priorities, and initiating stakeholder engagement. Communication with stakeholders has begun, and input is actively being gathered through facilitated sessions and surveys. This feedback will play a key role in shaping both short- and long-term measurable goals, as well as ensuring alignment with district resources and budgeting priorities. Additional engagement opportunities are planned in the coming months to further refine the work. The final strategic plan is on track to be presented in June, at which time the Board will review, finalize, and formally adopt the plan. Overall, my progress toward this goal is good and moving forward as intended.

Comments:

Goal Area 2: Communication and Community Relationships: Media

Evidence of progress: Progress toward this goal has been strong and consistent. I have maintained regular communication with local media outlets, particularly in sharing updates related to the district's strategic planning process. Social media has also been used intentionally to keep the community informed and engaged.

In addition, I have supported transparent governance by sharing school board updates through social media and collaborating with the local newspaper to help summarize key meeting notes when needed. These efforts help promote the district, strengthen community connections, and ensure clear, professional communication across multiple platforms.

Comments:

Goal Area 3: Teaching and Learning: Culture of Cooperation

Evidence of progress: Progress toward this goal has been steady and intentional. I have prioritized open and transparent communication by sharing weekly updates with staff and engaging in regular informal conversations. These interactions have helped build trust and provide valuable insight into staff experiences and needs. I have also met in person with CRES staff to provide principal updates and create space for dialogue by asking reflective questions, listening, and learning alongside staff. These efforts are strengthening relationships and supporting a collaborative culture. Moving forward, a brief staff survey may be a helpful tool to gauge progress, though it may be most effective after the first year once systems and relationships are more fully established.

Comments:

Goal Area 4: Student Support: School Safety and Security

Evidence of progress: I completed Standards Response Protocol (SRP) Train-the-Trainer training and have facilitated school emergency response meetings to review and refine practices, procedures, and language. Ongoing communication with local law enforcement has remained a priority, along with ensuring required drills (lockdown, fire, and tornado) are conducted consistently. Partnerships have been strengthened through signed MOUs with evacuation sites, including Heartwood Senior Living, Graphic Packaging, and Immanuel Lutheran Church. Work is also underway to finalize reunification sites and procedures. The district safety webpage is almost updated to reflect SRP practices and will include a supporting video resource as well as a way to communicate that to families. Additional items I have worked on include facilitating GPS mapping of school facilities along with our Crow Wing County Emergency Response Team to ensure accurate information is available to first responders, updating the district crisis plan (with a presentation planned for the May workshop), and reestablishing a district safety committee to support ongoing improvements. I also participated in the debrief of the recent OSHA inspection and have our principals and buildings and grounds staff conduct a facility assessment that will be presented to the school board in May. Overall, progress in this area has been comprehensive and proactive.

Comments:

Evaluation Period: _____ to _____

Superintendent's Signature: _____ Date: _____

School Board Chair's Signature: _____ Date: _____