

Warrenton-Hammond School District

Superintendent Evaluation Summary 2014-15

The Board of Directors of the Warrenton-Hammond School District has completed the annual evaluation of Superintendent Mark Jeffery for 2014-2015. The past year has been positive for education in our school district. In a spirit of collaboration, many processes and systems were created and or improved upon. We are in our second year of utilizing the electronic teacher evaluation system which enables the teacher, staff, and peers to effectively collaborate in strengthening a teacher's skill-set. The District utilizes ParentVue as an effective communication tool to encourage parent/teacher engagement. We continue to strategically plan to ensure we are adequately addressing the concerns of student enrollment and achievement, capital improvement and growth, and encouraging continued professional development for all teachers and staff. Several board members have served on the school board for at least one full year and new board members are taking a proactive and educated part in board governance. The Board continues to participate in OSBA trainings and conferences as a way to stay abreast of current legislative issues and to ensure each board member continues to strengthen their knowledge and personal skill-set.

The evaluation focused on nine professional standards established by the American Association of School Administrators (AASA).

Regarding the nine professional standards, we determined that Superintendent Jeffery's performance was rated as accomplished in the standards of Leadership, Policy and Governance, Communication and Community Relations, Management, Curriculum Planning/Development, Resource Management, Ethical Leadership, and Labor Relations. In the standard of Instructional Leadership Superintendent Jeffery's performance was rated as effective. Detailed rating information and comments can be found attached.

Superintendent Jeffery chose a self-evaluation in open session and has shared his perspective with the Board.

We will be working with Superintendent Jeffery over the next several months to continue to implement the goals for our district and look forward to working together to make our district successful.

2014-2015 Superintendent Evaluation Summary and Averaged Ratings

Standard 1: Visionary Leadership

BOARD AVERAGE RATING: 3.6

Board Member Comments:

Talamantez – 4, accomplished. He empowers his administrative team and those around him. He supplies the tools for staff to accomplish their goals

Bruney – 3, effective. He has done an excellent job. He shows poise and leadership. An effective leader.

Neahring – 4, accomplished. Good impact on administrators, allowing them to run with the culture of the district and gives them the ability to perform their jobs.

Anderson – 3, effective

Warren – 4, accomplished. The feedback from the parents, teachers, and community has been positive regarding changes within the district.

Simonsen – 3, effective. Would like to see continued growth in K-8; focus on HS drop-out rate and vocational programs.

Morrow – 4, accomplished. He has brought together a strong administrative team with the sole focus on student learning, growth, and success.

Standard 2: Policy and Governance

BOARD AVERAGE RATING: 3.6

Board Member Comments:

Bruney – 4, accomplished

Neahring – 4, accomplished. Has developed and maintained an effective working relationship with the board where clear and mutual expectations of performance are often discussed.

Anderson – 3, effective.

Warren – 4, accomplished. Professional but down to earth. Works well with people. Great job with balancing compassion with people yet able to take care of the hard stuff.

Simonsen – 3, effective.

Morrow – 4, accomplished. This is one of his strengths, aware of legislative bills and respectful of the board to ensure they are trained and informed and can make informed decision. He takes pride in ensuring equitable enforcement of district policy.

2014-2015 Superintendent Evaluation Summary and Averaged Ratings

Talamantez – 4, accomplished. He does a good job in delivering objective guidance to the board with little to no bias.

Standard 3 : Communication and Community Relations

BOARD AVERAGE RATING: 3.2

Board Member Comments:

Neahring – 3, effective. Promotes a good open door policy for staff, public and community members. Actively involved with greeting parents, students coming/leaving. He makes himself available.

Anderson –3, effective. My wife has heard from people in/out of our district that we are the top local school around K-8. This has been a change from years past.

Warren – 4, accomplished. He had a very hard job this last year but has done a phenomenal job.

Simonsen –2, developing. Would like to see positive relationship continually built between WHS and WGS with the same high standards and rules where staff will build a united relationship.

Morrow – 4, accomplished. He has clear and effective communication, acts collaboratively with a team when articulating ideas and discussions and when informing the Board regarding potential issues.

Talamantez – 3, effective. Effective and consistent communication

Bruney – 4, accomplished.

Standard 4 : Effective Management

BOARD AVERAGE RATING: 3.6

Board Member Comments:

Anderson –3, effective.

Warren – 4, accomplished. Done a great job bringing the appropriate data as needed and is very supportive in assisting the board in understanding what has been presented.

Simonsen – 3, effective.

Morrow – 4, accomplished. His strength is in establishing operating procedures from student discipline to our annual budget.

Talamantez – 4, accomplished. Routinely found credible sources to assist the board.

Bruney – 4, accomplished.

Neahring –4, accomplished. Diligent to provide investigation research & recommendations for decision making.

2014-2015 Superintendent Evaluation Summary and Averaged Ratings

Standard 5 : Curriculum Planning/Development

BOARD AVERAGE RATING: 3.6

Board Member Comments:

Warren – 4, accomplished. He has done an amazing job keeping the board informed of the district curriculum and his staff continues to update the board as needed.

Simonsen – 3, effective. WGS is making good progress. Would like to see WHS with more clear and consistent grading process for students/parents.

Morrow – 4, accomplished.

Talamantez – 4, accomplished. He is doing an excellent job in staying current on pertinent events.

Bruney – 3, effective.

Neahring – 4, accomplished. Stays on top of the new grading standards and works with the administrators to shift the change, early and effectively. He appreciates the fact that he and the administrators are on board to move forward.

Anderson – 3, effective.

Standard 6 : Instructional Leadership

BOARD AVERAGE RATING: 3.0

Board Member Comments:

Simonsen – 2, developing. Needs more work toward higher achievement.

Morrow – 4, accomplished. Speaks to his expertise to ensure right people are in the right position.

Talamantez – 2, developing. As a whole the District is growing and having some challenges in diversity.

Bruney – 4, accomplished.

Neahring – 3, effective.

Anderson – 3, effective.

Warren – 3, effective. On-going as there is no precedent for the new common core. Teachers, through strong leadership, have done excellent in overcoming obstacles.

2014-2015 Superintendent Evaluation Summary and Averaged Ratings

Standard 7 : Resource Management

BOARD AVERAGE RATING: 3.3

Board Member Comments:

Morrow – 4, accomplished

Talamantez – 3, effective. I feel he has done well to staff on staff performances.

Bruney – 4, accomplished.

Neahring – 3, effective.

Anderson –3, effective. I feel he has done a great job in this dept. Most notably in implementing a new staff performance evaluation and correcting problems when needed, when possible.

Warren – 4, accomplished. He and his staff have done an amazing job the past few years implementing positive change

Simonsen – 2, developing.

Standard 8 : Ethical Leadership

BOARD AVERAGE RATING: 3.9

Board Member Comments:

Talamantez – 4, accomplished. I feel his morals and ethics are beyond reproach.

Bruney – 4, accomplished.

Neahring – 4, accomplished.

Anderson –4, accomplished. He displays and portrays good morals and ethical leadership.

Warren – 4, accomplished. There is a humbleness about him. He has an outstanding moral character which flows in everything he does.

Simonsen – 3, effective.

Morrow – 4, accomplished. He is the most ethical and compassionate person she knows. He leads by example and treats everyone with respect and compassion.

Standard 9 : Labor Relations

BOARD AVERAGE RATING: 3.8

2014-2015 Superintendent Evaluation Summary and Averaged Ratings

Board Member Comments:

Bruney – 4, accomplished.

Neahring – 4, accomplished.

Anderson – 4, accomplished. We had a successful and more peaceful outcome than the alternative could have been during negotiations last year.

Warren – 4, accomplished. Great support and leadership during one of the hardest negotiations she has gone through. He also does a great job with keeping the team updated and seeking legal counsel as needed.

Simonsen – 3, effective.

Morrow – 4, accomplished. We successfully completed a very contentious bargaining session under the leadership, guidance and expertise of Mark.

Talamantez –3, effective. He has provided the board with accurate and timely advice.