

Warrenton-Hammond School District

Superintendent Evaluation Summary 2015-2016

The Board of Directors of the Warrenton-Hammond School District has completed the annual evaluation of Superintendent Mark Jeffery for 2015-2016. The past year has been positive for education in our school district. We were honored to be recognized by the Oregon Department of Education regarding our school's attendance rate. We were rated second in the state with a 91% rate in daily attendance for a school of our size. This recognition aligns with our district's goal of increasing student achievement by ensuring student attendance. A substantial investment was made in technology throughout our district to ensure maximum utilization capacity for both campuses. In a spirit of collaboration, many processes and systems were created and or improved upon. We are in our third year of utilizing the electronic teacher evaluation system which enables the teachers, 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. This past year, the board composition changed when two members resigned. One due to health reasons; and the other moved outside of the district's boundaries. The board began the process of appointing their replacements and in February sworn in two new members to fill their unexpired terms. Our 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 exemplary and accomplished in all standards. 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.

2015-16 Superintendent Evaluation Summary and Averaged Ratings

Standard 1: Visionary Leadership

BOARD AVERAGE RATING: 3.6

Superintendent Comments:

4 – ACCOMPLISHED. Although the term accomplished gives the impression a standard has been completed or fulfilled, the setup, fine tuning and movement toward a shared vision is an area of strength that will continue to be ongoing. We have made real strides in reshaping the learning and working culture of the District.

Board Member Comments:

Moss – 4, ACCOMPLISHED. Although his evaluation is based on his (Mr. Moss) limited time on the board so far his first impressions are high, appreciates the vision of the board and superintendent.

Warren – 4, ACCOMPLISHED. In the last 5 years the climate has drastically changed. Mark builds up and leads.

Morrill – 3, EFFECTIVE. The rating of effective is reflective of his feeling that there is still work to do.

Simonsen – 3, EFFECTIVE. She feels there is work to do at the high school level, when the majority of students are graduating then we will be there (at a 4).

Morrow – 4, ACCOMPLISHED. She highly praises the process and how the admin team work through issues. There is a collaborative spirit created by Mark.

Standard 2: Policy and Governance

BOARD AVERAGE RATING: 4

Superintendent Comments:

3.5 – EFFECTIVE. He respects the board and the work they do in the visioning process.

Board Member Comments:

Moss – 4, ACCOMPLISHED. He appreciates the work the team has done.

Warren – 4, ACCOMPLISHED. Mark does a good job of communicating what policy needs to be brought forward.

Morrill – 4, ACCOMPLISHED. Mark clearly communicates policy changes and articulates well to the board and helps them understand the changes.

Simonsen – 4, ACCOMPLISHED. Good at policy.

Morrow – 4, ACCOMPLISHED. She appreciates the fact that he does not hesitate to seek legal guidance on policy issues. It gives the board peace of mind and enables them to understand the board's role in governance of the school.

Standard 3 : Communication and Community Relations

BOARD AVERAGE RATING: 3.4

Superintendent Comments:

3 – EFFECTIVE. He stated that he was more active in the first three years than the last two. His rating of 3 reflects the intentionality of his outreach.

2015-16 Superintendent Evaluation Summary and Averaged Ratings

Board Member Comments:

Moss – 3, EFFECTIVE. Mark communicates really well with the board and administration and community. Outside of the school circle doesn't see or hear much in the community.

Warren – 4, ACCOMPLISHED. Hear most of the feedback from parents and community. He has a very open door policy and she has heard many positive things from other community leaders.

Morrill – 3, EFFECTIVE. He sees room to grow, but hasn't heard anything negative, but sees that older circles may not have heard where the schools are.

Simonsen – 3, EFFECTIVE. She would like to see him at sporting events.

Morrow – 4, ACCOMPLISHED. His communication skills are stellar and he is aware of and shares current issues. His welcome back letter was very well received by the community.

Standard 4 : Effective Management

BOARD AVERAGE RATING: 3.6

Superintendent Comments:

4 – ACCOMPLISHED. As far as resource allocation and funds he always has a fifth year although that is not sustainable yet but is aiming for that. He gave most of the credit to Business Manager, Mike Moha and his own predecessors.

Board Member Comments:

Moss – 4, ACCOMPLISHED. Good teamwork.

Warren – 4, ACCOMPLISHED. He keeps the board informed and makes limited resources go a long way.

Morrill – 3, EFFECTIVE. He would like to see the students and staff hold each other more accountable in their successes.

Simonsen – 3, EFFECTIVE.

Morrow – 4, ACCOMPLISHED. Has accomplished the vision set forth.

Standard 5 : Curriculum Planning/Development

BOARD AVERAGE RATING: 3.3

Superintendent Comments:

3.5 – EFFECTIVE. This standard covers areas that are really “down in the weeds”. He doesn't see himself as the sole specialist in the room but encourages the team to lay the idea on the table and be ready to fight for it.

Board Member Comments:

Moss – 3, EFFECTIVE. Mark creates an environment of empowerment for administration and support staff.

Warren – 4, ACCOMPLISHED. He is aggressively moving forward, hoping to begin to see positive outcomes over next 1-4 years. Creates team leaders.

Morrill – 3, EFFECTIVE. District is moving in the right direction but there is room for growth, ie; STEM, CTE

2015-16 Superintendent Evaluation Summary and Averaged Ratings

programs.

Simonsen – 3, EFFECTIVE. WGS is improving but WHS needs growth (computers).

Morrow – 3.5, EFFECTIVE. Seen marked changes in schools.

Standard 6 : Instructional Leadership

BOARD AVERAGE RATING: 3.2

Superintendent Comments:

3 – EFFECTIVE. He would like to see the evaluations be a collaborative and positive movement.

Board Member Comments:

Moss – 3, EFFECTIVE.

Warren – 3.5, EFFECTIVE. It helps to see where we are as compared to where we were. The big picture shows the District moving leaps and bounds as compared to 5 years ago.

Morrill – 3, EFFECTIVE. Sees room for growth. Need for personalized and motivating environment for students at the high school level.

Simonsen – 3, EFFECTIVE. Growth needed at the high school

Morrill – 3.5, EFFECTIVE. Mark builds a collective trust and has high expectations.

Standard 7 : Resource Management

BOARD AVERAGE RATING: 3.6

Superintendent Comments:

4 – ACCOMPLISHED. The primary focus was initially at the grade school but has now shifted to high school. He believes he has the best admin team in the state. Teachers have the number one impact on the students.

Board Member Comments:

Moss – 4, ACCOMPLISHED.

Warren – 4, ACCOMPLISHED. She understands the legal issues that occurred in the past and sees that the new leadership is doing well. Mark is a protector of the District and a great advisor.

Morrill – 3, EFFECTIVE. Believes that can be more done to inspire learning.

Simonsen – 3, EFFECTIVE. Still have growth at the WHS and vocation.

Morrill – 4, ACCOMPLISHED.

Standard 8 : Ethical Leadership

BOARD AVERAGE RATING: 4

Superintendent Comments:

4 – ACCOMPLISHED. His view is that you either are or you aren't.

2015-16 Superintendent Evaluation Summary and Averaged Ratings

Board Member Comments:

Moss – 4, ACCOMPLISHED.

Warren – 4, ACCOMPLISHED.

Morrill – 4, ACCOMPLISHED.

Simonsen – 4, ACCOMPLISHED.

Morrow – 4, ACCOMPLISHED.

Standard 9 : Labor Relations

BOARD AVERAGE RATING: 3.9

Superintendent Comments:

3.5 – EFFECTIVE. He hopes that negotiations are positive in the future and aims to find a balance between District goals and the genuine needs of the staff.

Board Member Comments:

Moss – 4, ACCOMPLISHED. Based on what he has seen Mark can balance what is necessary for the District and what is necessary for the staff.

Warren – 4, ACCOMPLISHED. It is a process and Mark maintains professionalism and respect during the hard process.

Morrill – 4, ACCOMPLISHED. He actively seeks to improve the bargaining experience.

Simonsen – 3.5, EFFECTIVE.

Morrow – 4, ACCOMPLISHED. Recognizes that the District is stronger when we work together.