

# *Warrenton-Hammond School District*

## *Superintendent Evaluation Summary 2017-2018*

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The Board of Directors of the Warrenton-Hammond School District has completed the annual evaluation of Superintendent Mark Jeffery for 2017-2018. The evaluation focused on nine professional standards established by the American Association of School Administrators (AASA).

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

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.

This past year, the district focused on discussions regarding student population growth and the impact on our current facilities. The capital improvements completed during the 2017-2018 school year included the addition of 3 modular buildings (6 classrooms) at the grade school; cafeteria office expansion and creation of a new meeting space; remodeling the 'outdoor garden space' into a fully functional classroom and office space; and expansion of parking on 9<sup>th</sup> street. In addition, the district secured the services of Scott Rose, Senior Project Manager with R&C Management Group LLC, to convene a community work group to research, understand, and discuss the possibilities of a capital bond campaign designed to secure property for a new facility, remodel current facilities to accommodate student expansion, or a variation of both. The district is positioning itself to apply for a matching grant of \$4 million due in mid-March.

WHSD was also awarded a CTE Revitalization Grant. This grant will allow the district to construct a structure focused on various vocational opportunities. The CTE grant brings the district in line with the requirements of Measure 98.

Student Achievement continues to be a priority focus for the district. Last school year, the district hired two administrative staff to navigate the 9<sup>th</sup> Grade on Track program. The program focuses on identifying students in the primary grades of 6-8 and ensuring adequate supports are in place to facilitate success and enable a seamless transition from middle school to high school.

The Warrenton-Hammond School District was one of the few districts in the county to improve graduation rates last year.

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 continue success in our district.

# 2017-18 Superintendent Evaluation Summary and Averaged Ratings

Board Approved 3/14/18

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## **Standard 1: Visionary Leadership**

**BOARD AVERAGE RATING: 3.5**

### **Superintendent Comments:**

4 – ACCOMPLISHED. Everything that gets done gets done by the staff around him, best professional group he has ever worked with. He sees constant improvement. Moving toward CTE and graduation rate improvements. Would like to see further tech expansion, but will want to continue slowly.

### **Board Member Comments:**

Moss – 3.5, EFFECTIVE Creatively progressing, challenges are aligning all staff members to the goal of the District. For the sake of progressing forward would like to see moving toward all staff and admin having the same vision.

Morrill – 3.5, EFFECTIVE Can always improve, do not want to start coasting as a district. More sharing of the total vision and success for non-college bound students. Great job in most areas.

Warren – 3.5, EFFECTIVE Do not see the day to day but see the fruit. Seeing improvement by who you (Superintendent Jeffery) have put in place.

Brown – 3.5, EFFECTIVE Agrees with other comments, conducting orchestra perfectly.

Morrow – 3.5, EFFECTIVE Saw the results of the recent hiring practices and the way all of our community members are invested in the school community.

## **Standard 2: Policy and Governance**

**BOARD AVERAGE RATING: 3.9**

### **Superintendent Comments:**

3.5 – EFFECTIVE. Oversee the work but support staff does a lot of the work. Likes to ensure the board is well informed and up to date. Enjoys working with such a professional board. He appreciates the pushback given for CTE.

### **Board Member Comments:**

Moss – 4, ACCOMPLISHED Appreciates the proactive approach.

Morrill – 4, ACCOMPLISHED Effectively engages the board, done very well.

Warren – 3.5, EFFECTIVE Created transparency, trust, and healthy relationship with the board.

Brown – 4, ACCOMPLISHED Likes that the information is coming in a timely fashion.

Morrow – 4, ACCOMPLISHED Appreciates the fact that the board has the relationship they do with him, open, honest, frank relationship.

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## **Standard 3 : Communication and Community Relations**

**BOARD AVERAGE RATING: 3.4**

### **Superintendent Comments:**

3 – EFFECTIVE. Plans on getting busier in this area. He should be more active in the community. This is intentional as he does not want to overextend himself to try to ensure he stays a good superintendent. He is now attending Coffee with the Mayor weekly to relate to members of the community he would not have a relationship with otherwise.

### **Board Member Comments:**

Moss – 3.5, EFFECTIVE Last two years have been most critical, impressed with wide variety of people selected with the facilities committee. Love that he holds the doors open in the morning, would like to see more at the high school. Going out for the bond he will need to improve usage of social and media outlets.

Morrill – 4, ACCOMPLISHED Things can always use improvement, don't take your foot off of the gas.

Warren – 3, EFFECTIVE Talked about it before, small town and district, but would like for everyone to know and see the great things happening.

Brown – 3, EFFECTIVE Always room for improvement in communications. Use social media to promote the schools. No red flags.

Morrow – 3.5, EFFECTIVE

## **Standard 4 : Effective Management**

**BOARD AVERAGE RATING: 3.5**

### **Superintendent Comments:**

4 – ACCOMPLISHED. It's the people around him that do such a great job. Limited complaints and appeals to the board last year as a result of Admin walking through the processes slowly and thoroughly. The budget allowed for expansion and increase of appeal to community. Blessed with a great staff.

### **Board Member Comments:**

Moss – 3, EFFECTIVE Over the last few years heard board give feedback on the high school side of things. Now he (Dalan) has students in the high school. The accountability part stands out for him, would like to see more at the high school. Question worth asking is if the facilities work is taking away from other areas of focus.

Morrill – 3.5, EFFECTIVE Tough to give a 4 as it is an ongoing process. Must continue to manage.

Warren – 3.5, EFFECTIVE Always an ongoing process. Need to have a safe environment for our kids and teachers.

Brown – 3.5, EFFECTIVE What are we doing to identify mental health issues?

Morrow – 4, ACCOMPLISHED Recognizing the varied education needs, staff have created learning environments for every student. Work in trauma informed care is exceptional.

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## **Standard 5 : Curriculum Planning/Development**

**BOARD AVERAGE RATING: 3.6**

### **Superintendent Comments:**

3 – EFFECTIVE. Not made this standard a priority, that does not mean it is not going on. Unaffordable when he first got here but now has increased focused on the math curriculum. Looking at having 8th graders earn high school credit in English, Algebra 1A, Spanish 1, giving the opportunity in 8<sup>th</sup> grade to earn high school credits for those three classes. 8<sup>th</sup> grade and 9<sup>th</sup> grade teachers are working together to make that work. Can legally make it work as long as the curriculum is the same. This will also enable the high school students to take the full slate of CTE courses.

### **Board Member Comments:**

Moss – 4, ACCOMPLISHED With limitations have been very created in curriculum development. Likes the sensitivity to the holistic approach.

Morrill – 3.5, EFFECTIVE Need to continue to adapt creatively. Use CTE to earn grad credits that are not the generic classes. Look at more math options at the high school level.

Warren – 3.5, EFFECTIVE Wonderful changes in curriculum at the grade school level. Has raised standards.

Brown – 3.5, EFFECTIVE Always room for growth in this area, excited about the CTE program development which will improve the graduation rate.

Morrow – 3.5, EFFECTIVE

## **Standard 6 : Instructional Leadership**

**BOARD AVERAGE RATING: 3.5**

### **Superintendent Comments:**

3.5 – EFFECTIVE. Admin are instructional experts and have willingness to have tough conversations with teachers.

### **Board Member Comments:**

Moss – 3.5, EFFECTIVE Concerns at the high school level.

Morrill – 3.5, EFFECTIVE Indicators 6.8 and 6.9 need growth at the high school level.

Warren – 3.5, EFFECTIVE Has seen improvement at the high school level.

Brown – 3.5, EFFECTIVE

Morrow – 3.5, EFFECTIVE

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## **Standard 7 : Resource Management**

**BOARD AVERAGE RATING: 3.9**

### **Superintendent Comments:**

4 – ACCOMPLISHED. Success is driven by Business Manager, Mike Moha and the 5 year plan.

### **Board Member Comments:**

Moss – 4, ACCOMPLISHED

Morrill – 4, ACCOMPLISHED Great work

Warren – 3.5, EFFECTIVE Amazed by the creativity

Brown – 4, ACCOMPLISHED Never heard anything negative and very resourceful

Morrow – 4, ACCOMPLISHED

## **Standard 8 : Ethical Leadership**

**BOARD AVERAGE RATING: 3.9**

### **Superintendent Comments:**

4 – ACCOMPLISHED. One is either ethical or not.

### **Board Member Comments:**

Moss – 4, ACCOMPLISHED

Morrill – 3.5, EFFECTIVE

Warren – 4, ACCOMPLISHED

Brown – 4, ACCOMPLISHED

Morrow – 4, ACCOMPLISHED

## **Standard 9 : Labor Relations**

**BOARD AVERAGE RATING: 4**

### **Superintendent Comments:**

4, ACCOMPLISHED. Always interesting work. Learned so much. Solid contracts.

### **Board Member Comments:**

Moss – 4, ACCOMPLISHED He has a gift for working with unions.

Morrill – 4, ACCOMPLISHED Quiet year

Warren – 4, ACCOMPLISHED

Brown – 4, ACCOMPLISHED

Morrow – 4, ACCOMPLISHED