

## *Evaluation Summary 2013-14*

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The board of directors of the Warrenton-Hammond School District has completed the annual evaluation of Superintendent Mark Jeffery for 2013-2014. The past year has been positive for education in our school district. Several board members have served on the board for at least one full year and new board members are taking a proactive and educated part in board function and have been able to observe and be a part of the successes achieved this year.

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 excellent in the areas of leadership and district culture, policy and governance, organizational management, curriculum planning, instructional leadership, human resources management, values and ethics of leadership, and labor relations. In the area of communications and community relations Superintendent Jeffery's performance was rated as good. Detailed rating information and comments can be found attached.

Superintendent Jeffery chose a self-evaluation 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.

# 2013-14 Superintendent Evaluation-Standards Averaged Ratings

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## **Standard 1: Leadership and District Culture**

### **BOARD AVERAGE RATING: 3.5**

Isaac Anderson - 4, outstanding. Going in the right direction consistently.

Len Mossman - 3, excellent.

Adam Neahring - 3, excellent. Promotes good collaboration with administrators, ahead of the curve, aggressively proceeding forward.

Darlene Warren - 3.5, excellent. Would like to see more community education regarding changes.

Debbie Morrow - 4, outstanding.

Kelly Simonsen - 3, excellent. Would like to see more community education.

Mark Carlson - 4, outstanding. Meets the standard by moving forward, because of his leadership the staff does great.

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

### **BOARD AVERAGE RATING: 3.43**

Len Mossman – 3, excellent. Does an excellent job forming policy in response to state changes, seamless transition.

Adam Neahring – 3, excellent. Appreciates his willingness to be educated on subject and the implementation of government required changes, to answer questions, and keeping the board informed.

Darlene Warren – 3.5, excellent. Appreciates that when Mark doesn't know he finds the answers and seeks legal advice when needed, feels protected as a board member.

DebbieMorrow – 3.5, excellent

Kelly Simonsen – 3, excellent.

Mark Carlson – 4, outstanding. Gives good info.

Isaac Anderson – 4, outstanding.

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

### **BOARD AVERAGE RATING: 2.93**

Neahring – 3, excellent. Aware of his community relations, but could have been more involved.

Warren – 3.5, excellent. Involved, good communication with the city. Would like to see more parent education.

Morrow – 3, excellent.

Simonsen – 3, excellent. Would like to see him at games.

Carlson – 3, excellent.

Anderson – 2.5, good.

Mossman – 2.5, good. Would like to see a community forum, with board and superintendent to communicate what we are trying to accomplish to keep the doors open.

## **Standard 4: Organizational Management**

### **BOARD AVERAGE RATING: 3.86**

Warren – 4, outstanding. Great job forecasting, keeping the district alive another 5 years.

Morrow – 4, outstanding. Budget management is his strength and is reflected in technology, QZAB, McKinstry project. Responsive to snow day situations.

Simonsen – 4, outstanding.

Carlson – 4, outstanding.

Anderson – 4, outstanding.

Mossman – 4, outstanding.

Neahring – 3, excellent. Would like to look at the long-term service plan, potential resources of an

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aging facility.

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

#### **BOARD AVERAGE RATING: 3.79**

Morrow – 4, outstanding. Thinks this is his strongest standard. Appreciates that he has the right people on the bus. He is not afraid to give the board the truth in their effort to run along-side him.

Simonsen – 3.5, excellent. Still growing.

Carlson – 4, outstanding. Mark is standing on the shoulders of his excellent staff.

Anderson – 3.5, excellent. Wants to see some improvement. Would like a plan for curriculum committee to give input and be heard.

Mossman – 4, outstanding. When staff excels it is because Mark gives them the opportunity to do that.

Neahring – 4, outstanding. Mark looks for opportunities for adjustment in curriculum and is making decisions to move ahead.

Warren – 3.5, excellent. In awe of alignment of curriculum, brought teachers together with Teach Like a Champion.

### **Standard 6: Instructional Leadership**

#### **BOARD AVERAGE RATING: 3.64**

Simonsen – 4, outstanding. Reflection of Mark's leadership which allows administrators to be so successful.

Carlson – 4, outstanding. Gives staff the room to do what they do best.

Anderson – 4, outstanding.

Mossman – 3, excellent. As programs evolve, expects it to become a 4. Mark gives administrators what they need to be successful.

Neahring – 3, excellent. Many instructional changes that demonstrate great collaborative abilities and leadership.

Warren – 3.5, excellent. Mark leads by example and holds staff to a higher standard.

Morrow – 4, outstanding. Mark helps sets global visions on management side and trust staff to enact those visions.

### **Standard 7: Human Resources Management**

#### **BOARD AVERAGE RATING: 3.86**

Carlson – 4, outstanding. Mark is a good leader, does a good job of hiring and positioning and is properly handling the management side of H.R.

Anderson – 4, outstanding.

Mossman – 4, outstanding. Mark excels in this category, putting people in the right place to do an efficient job. Has really changed the complexion of the schools.

Neahring – 4, outstanding.

Warren – 3, excellent.

Morrow – 4, outstanding.

Simonsen – 4, outstanding.

### **Standard 8: Values and Ethics of Leadership**

#### **BOARD AVERAGE RATING: 3.71**

Anderson – 4, outstanding. Has never seen or heard of any sort of dishonesty or discrimination.

Mossman – 3, excellent. Very happy with what we get from Mark in regards to ethics. Mark is very tactful. Ethics are above board, you wear them on you shirt.

Neahring - 3, excellent. Has never had to question Mark's information.

## 2013-14 Superintendent Evaluation-Standards Averaged Ratings

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Warren – 4, outstanding. Like she said last year. Godly leader and that flows through.

Morrow – 4, outstanding. Comfortable enough in his role to play janitor.

Simonsen – 4, outstanding.

Carlson – 4, outstanding.

### **Standard 9: Labor Relations**

#### **BOARD AVERAGE RATING: 3.07**

Mossman – 3, excellent.

Neahring – 3, excellent.

Warren – 3, excellent. Does well considering the limitations set upon what we can do.

Morrow – 3, excellent. Mark is able to explain issue to the board well.

Simonsen – 3, excellent.

Carlson – 3, excellent.

Anderson – 3.5, excellent. Feels that Mark has kept the board well informed.