

Evaluation Summary

The board of directors of the Warrenton-Hammond School District has completed the annual evaluation of Superintendent Mark Jeffery for 2012-2013. The past year has been positive for education in our school district. All seven board members have served on the board for at least one full year 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, instructional leadership, policy and governance, human resources management, curriculum planning, communications and community relations and organizational management. In the areas of, values and ethics of leadership, and labor relations, the board felt his performance was outstanding. Where there was a split vote, we went with the more conservative ranking.

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 develop goals for our district and look forward to working together to make our district successful.

Standard 1: Leadership and District Culture

BOARD AVERAGE RATING: 3.142

Isaac Anderson: 3

Len Mossman: 3

Mel Jasmin: 3

Darlene Warren: 3

Kelly Simonsen: 3

Debbie Morrow: 3

Mark Carlson: 4, Sees a culture change in the district that is really significant.

Standard 2: Policy and Governance

BOARD AVERAGE RATING: 3

Len Mossman: 3, Strong point for Mark

Mel Jasmin: 3

Darlene Warren: 3, transparency, good at relaying info to board, appreciates open door policy

Kelly Simonsen: 2, has a problem, never had our board work session that we wanted to have where we just get to come and vent that we want to discuss. Hasn't been board's meeting and that is a problem for her. I want to have curriculum meetings and she doesn't get to have them.

Mark needs work on the board getting their meetings.

Debbie Morrow: 3, appreciates mark staying in tune with the legislative changes.

Mark Carlson: 3, brings me in on things I need to know, but not too much. Really good balance

Isaac Anderson: 4, Mark does a lot of work

Standard 3: Communications and Community Relations

BOARD AVERAGE RATING: 3.285

Mel Jasmin: 3

Darlene Warren: 3, Wished there was more immediate response for parents regarding the response to school shooting.

Kelly Simonsen: 3

Debbie Morrow: 3, knows it is delicate. Some want more info than Mark can give.

Mark Carlson: 4, impressed with mark's ability to tactfully, politely, but firmly relay info to parents or staff

Isaac Anderson: 3, graded mostly on outside perspective of school and feedback he receives.

Knows it has improved a lot since mark got here

Len Mossman: 4, this category is a tightrope on many different levels. Appreciates Mark's work.

Standard 4: Organizational Management

BOARD AVERAGE RATING: 3.428

Darlene Warren: 3

Kelly Simonsen: 3, when we do the budget planning, it is hard to understand. Even Debbie has a hard time.

Debbie Morrow: 4, definitely a strength for mark

Mark Carlson: 4, things are clear, we are on a plan,

Isaac Anderson: 4, I'm sure Mike and Jen have a lot to do with that

Len Mossman: 4, we would like to keep quiet so no one steals him from us. His strongest of all

Mel Jasmin: 2, security issues in Mel's mind

Standard 5: Curriculum Planning/Development

BOARD AVERAGE RATING: 3.142

Kelly Simonsen: 3

Debbie Morrow: 3

Mark Carlson: 4, giant cluster mess and how he stays up on it is astounding

Isaac Anderson: 3

Len Mossman: 3, probably a 4 if he understood it

Mel Jasmin: 3

Darlene Warren: 3

Standard 6: Instructional Leadership

BOARD AVERAGE RATING: 3.285

Debbie Morrow: 4, just observing new evaluation tool process is daunting. Very collaborative

Mark Carlson: 4, also part of evaluation tool process. Amazing to see staff excited about new eval and Mark brings it together in the right way.

Isaac Anderson: 3

Len Mossman: 3

Mel Jasmin: 3, but still has questions on 6.2

Darlene Warren: 3, agrees on the 6.2., knows he is working on new safety procedures.

Kelly Simonsen: 3

Standard 7: Human Resources Management

BOARD AVERAGE RATING: 3.428

Mark Carlson: 3

Isaac Anderson: 3

Len Mossman: 4, thinks some of the things mark has done in regards to this category are phenomenal and his relation between the staff and admin is so different than it has been in the past. Strong 4.

Mel Jasmin: 3

Darlene Warren: 3, agrees. We don't see the barriers that were there a year ago. When you walk in (as a parent) a whole different atmosphere

Kelly Simonsen: 4

Debbie Morrow: 4

Standard 8: Values and Ethics of Leadership

BOARD AVERAGE RATING: 3.857

Isaac Anderson: 4, fair process

Len Mossman: 4

Mel Jasmin: 3

Darlene Warren: 4, like she said last year. Godly leader and that flows through

Kelly Simonsen: 4

Debbie Morrow: 4

Mark Carlson: 4, above everything if you can trust someone has the right ethics, everything else is a matter of process. Always feels mark is being truthful.

Standard 9: Labor Relations

BOARD AVERAGE RATING: 4

Len Mossman: 4, can't imagine anything other than a 4. Last year, negotiations were cordial, but we got nowhere until Mark stepped in. Mark applies his personality, ethics, trustworthiness

Mel Jasmin: 4

Darlene Warren: 4, walls came down when mark stepped in for negotiations

Kelly Simonsen: 4

Debbie Morrow: 4

Mark Carlson: 4

Isaac Anderson: 4, Marks keeps board informed on all the legislative stuff.