

SUPERINTENDENT EVALUATION INSTRUMENT 2018-2019

Superintendent Goals and Standards

The superintendent and the Board of Directors establish from one to three goals that will become a part of the superintendent's focus for the coming school year. These goals will be established for each year based on local needs and priorities. The superintendent will report on goal progress as a part of the following year's evaluation procedure. The superintendent and Board of Directors will also mutually agree upon which of the six standards will be evaluated. The agreement may be to evaluate on all six standards, or may decide to focus on just two or three in a particular year. All six standards must be evaluated at least once in a three year period.

Annual Evaluation Report

Superintendent John A. Polm, Jr. 2018-2019

Goals

- Goal 1 – I will demonstrate in words and action the highest standards of ethical and professional behavior, and I will assure that the district procedures, practices, and programs are systematically reviewed and revised to reflect fairness, social justice, and respect for human dignity.
- Goal 2 – I will encourage all district staff, especially principals and district leaders, to engage in community activities in order to anticipate and respond to community needs. Further, I will work with the Board and staff to develop understanding of and appropriate responses to emerging issues and needs in order to preserve and advance the district vision.
- Goal 3 – I will work effectively with the Board through regular communications and a focus on a board-superintendent team characterized by candor, deep listening, a collaborative spirit, openness to change and unified in mission.

Standards 5 and 6

For each evaluated standard, rate on a scale of 1 – 4 with 1 unsatisfactory, 2 as basic, 3 as proficient, and 4 as distinguished. Use the rubric provided by the Washington Superintendent Evaluation Process to help determine rating based on the themes within each strand.

Standard 5 – Ethical Leadership

The superintendent is an educational leader who improves student learning and achievement for each student by acting with integrity, fairness, and in an ethical manner.

Strand 1 – Acting with integrity, fairness, and courage in upholding high ethical standards.

1	2	3	<u>4</u>
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Dr. John Polm has made the process of a standards based evaluation relatively easy for the Board of Directors by providing a thoughtful and detailed self evaluation, including the evidence to support his areas of accomplishments. Below is a summary, or if you will, a woven narrative of the reflections from The Board prepared by the Board Chair.

Areas of Strength

John holds himself and his leadership team to a high standard. He demonstrates the highest level of concern for the educational advancement of our students and a profound concern for the moral and citizenship growth of our young people. The superintendent should represent a model and a coach to help staff help students to prepare for life. John represents a stellar example for how this is done.

John's actions show him consistently demonstrating his understanding of legal policies and ethical behavior in all aspects of his responsibilities. His level of integrity has brought the behavior and actions of the district to a higher standard.

Continue as is, working on direct communication with all staff. This will give a deeper perspective of the district's climate and culture which has improved with his leadership. There is more trust of the administration by staff and our community.

Standard 6 – Socio-Political Context

<i>The superintendent is an educational leader who improves learning and achievement for each student by understanding, responding to, and influencing the political, social, economic, legal, and cultural context.</i>
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Strand 1 – Understanding and influencing the district's environment.

1	2	3	3.5	4
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Areas of Strength

John consistently leverages his professional contacts to affect policy and see where the district can improve. He keeps his eyes on the legislative issues that directly affect the district financially and in policy changes.

John engages with the community in a very unique and personable way. The Board has asked a lot in this regard and he has made it a priority. His connections through the various networks have been very beneficial to the overall mission and improvement of the district. Our district partnerships have become stronger and much more interwoven into the culture in the last few years.

Further, he has demonstrated an ability to react to and ensure that our district is able to flourish in a milieu of differing points of view. The cultural and personal differences in our student and community population are recognized and valued.

John has demonstrated strengths in working with elected representatives who hold the purse strings to education in Washington, even when their positions and points of view may differ from his.

Opportunities for Growth

The Board believes that John has the ability to be a strong leader in our community. His kindness and modesty is infectious. We encourage his interest in becoming more engaged at the state level with our electeds and those serving at OSPI.

We look forward to John continuing and expanding his student advisory efforts. We look forward to hearing more student voices.

We encourage John to continue to take a leadership role with our East Jefferson County School Partnership and looking for ways to partner with those neighboring districts to provide greater opportunities and interest for our students.

An additional challenge is to work to make sure that the skills center programming is a success.

Strand 2 – Works effectively with the school district’s Board of Directors.

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2

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Areas of Strength

John communicates often and well with all board members. He is distinguished in this area. He is accessible and highly responsive to emails, calls and texts. We are the first to know about the district’s success as well as any potential points of public concern. His board memos are informative and our monthly lunches with him are productive and enjoyed. He deals with all board members on a personal level and expresses his gratitude and appreciation for our efforts. We are a good team. We are so glad we hired him!!

Adding Boarddocs was a great decision. The packets are posted in a timely manner. We are well informed prior to decision making. John’s check-in calls before board meetings are greatly appreciated.

He is reliable and trustworthy. We all appreciate his knowledge of education research and count on his knowledge of legal requirements as secretary to the Board.

He is a good coach for the Board, helping us all to understand the nuances of Board responsibilities, behaviors, and procedures.


Opportunities for Growth

With two new board members coming on board this next year John will have the opportunity to standardize the way they are oriented, help them to understand the role of a board member, and make them comfortable in this new position.

Some work with board members use of the Standards Based Evaluation Instrument will be beneficial to those not familiar with rubrics and the process. The WSSDA Conference breakout sessions will be helpful for this.

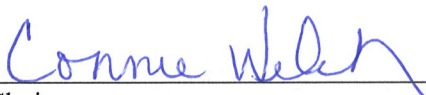
I certify that I have met and discussed the content of this evaluation report with the Board of Directors, and that I have been given a copy of the report. My signature does not, however, necessarily indicate agreement with the findings.

7-18-19
Date

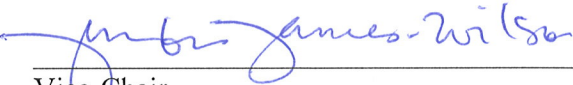

Superintendent

Board of Directors:


7-18-19
Date


Chair

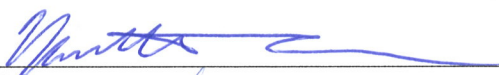
8/15/19
Date


Vice-Chair

7/18/19
Date


Director

7/18/19
Date


Director

7/18/2019
Date


Director