SUPERINTENDENT EVALUATION INSTRUMENT

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. 2017-2018

Goals

Goal 1 – Governing Board: Ensure a strong, unified, and effective governance team.

Goal 2 – Visibility and community building (Standard 1): Provide effective communication and visibility inside and outside of the schools.

Goal 3 – Instructional leadership (Standard 2), capacity building, and student achievement: Lead to support a standards-based, learner-focused, and relevant curriculum.

Goal 4 – Effective systems design to support vision: Establish and maintain a strong district leadership team.

Goal 5 – Healthy, productive and safe environment: Identify and analyze issues that may act as barriers to a healthy/productive culture.

Standards

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 3 – Effective Management

The superintendent is an educational leader who improves student learning and achievement for each student and employee by ensuring management of the organization, operations, and resources for a safe, effective, and humane learning environment.

Strand 1 – Effectively and efficiently manages district operations.
Proficient plus, 3.5 well on the way to being distinguished

Areas of Strength
John’s goal oriented management style has established systems that are consistent and demonstrate his ability to effectively manage district operations. The added task of overseeing the constructions of Salish Coast makes his efficiency even more impressive. He has enhanced communication and coherency throughout the district improving the focus of information that is presented to the staff, the community and to the Board. He educates himself on current best practices and regulations and seeks counsel when he is unsure or new to a requirement or issue. John is self-reflective and accepts his own challenges.

Opportunities for Growth
Seek ways to reach out and hear what staff are thinking/feeling to gauge the working climate in our schools.
Continue to be an active participant in developing effective leadership at Salish Coast and Blue Heron.

Strand 2 – Creates a safe and humane organizational environment.

proficient

Areas of Strength
John models respect, self-control and clear-headedness in handling issues. He is willing to have difficult and honest conversations. He has set a solid foundation for making wise decisions and for buy in from the staff with his regular district newsletters.
The physical safety of each campus and emergency preparedness for our district has been improved.

Opportunities for Growth
Continue to build relationships with administration and staff.
Develop strategies for reinforcing positive ways for staff to address concerns and seek solutions respectively. (Critical Friends)

Standard 4 – Inclusive Practice
The superintendent is an educational leader who improves learning and achievement for each student collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.

Strand 1 – Collaborating with families and community members.

Proficient

Areas of Strength
John has utilized our quality staff and community leaders to ensure that our learning environments and
programs continue to grow. He has taken bold initiatives to develop a variety of strategies inside and outside of the district and has significantly enhanced communication and collaboration with community groups.

Opportunities for Growth
Continue to find meaningful ways to communicate with all district stakeholders.
Seek opportunities to speak more directly to families. (PTA or parent advisory group).
Establish stronger ties to students through a student advisory/leadership group.

**Strand 2 – Collaborating with and responding to diverse communities.**

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**proficient**

Areas of Strength
John has shown a strong commitment to equity with attention to data, policy, and instructional leadership.
John recognizes the challenges of our diverse social, ethnic and economically bifurcated community.

Opportunities for Growth
Continue the improvement and organization of our special education and highly capable programs.
Advocate for study of grading policies with Blue Heron and the High School.
Continue work with the board on MOU with Jamestown S’Klallam and Makah tribes.

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.

**Date**

6-21-18

**Superintendent**

**Board of Directors:**

**Date**

6-21-2018

**Chair**

**Date**

6/21/2018

**Vice-Chair**

**Date**

6/21/2018