

Warrenton-Hammond School District

Superintendent Evaluation Summary 2016-2017

The Board of Directors of the Warrenton-Hammond School District has completed the annual evaluation of Superintendent Mark Jeffery for 2016-2017. The past year has been positive for education in our school district. We continue to experience an increase in student enrollment leading to the addition of 2 modulars last year and 3 more this year. The upstream investment of Warrenton Prep has created a solid pathway for success in our PreK – K students. Daily attendance continues to be a focus as it aligns with our district’s goal of increasing student achievement by ensuring student attendance. A substantial investment was made in technology throughout our district to ensure maximum utilization capacity for both campuses. The Board has approved the installation of a cell tower on its high school campus. The benefits of this partnership with Verizon extend not only to the high school campus but to the community as whole. We are in our third year of utilizing the electronic teacher evaluation system which enables the teachers, staff, and peers to effectively collaborate in strengthening a teacher’s skill-set. The District utilizes ParentVue as an effective communication tool to encourage parent/teacher engagement. While we continue to strategically plan to ensure we are adequately addressing the concerns of student enrollment and achievement, and encouraging continued professional development for all teachers and staff, we focused primarily on capital improvement and facilities expansion. With the increase of student population, the Board recognized the need to address the capacity needs of each campus noting the need to accommodate our growth while recognizing the challenges of space limitations. Additional programs of discussion were the passing of Measure 98, which concentrates focus on CTE and 9th Grade on Track. This past year, the board composition changed with the addition of two new board members, each bringing a skillset that continues to strengthen the board. The Board continues to participate in OSBA trainings and conferences as a way to stay abreast of current legislative issues and to ensure each board member continues to strengthen their knowledge and leadership skills as a board member.

The Board would be remiss in not recognizing the following accomplishments of Mr. Jeffery, his senior administrative staff, and the district staff:

- Conservative fiscal management has put the district in a solid financial position. This has allowed the district to be able to secure funding for capital facilities expansion while at the same time weathering the volatile state school funding budget environment.
- The senior administrative team has individually committed to a higher level of professional development by obtaining higher credentials in their field.
- In regards to union negotiations, Mr. Jeffery has created a collaborative environment with union leaders on campus, both certified and classified, which has resulted in a very positive negotiations process.
- School administration and staff have successfully utilized the Positive Behavioral Interventions and Support (PBIS) system resulting in a significant reduction of out of school suspensions. Further, their commitment to the philosophy that “every child counts” has created a positive learning environment for our students and staff.

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 rated as exemplary and accomplished in all standards. Detailed rating information and comments can be found attached.

Superintendent Jeffery chose a self-evaluation in open session 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.

2016-17 Superintendent Evaluation Summary and Averaged Ratings

Standard 1: Visionary Leadership

BOARD AVERAGE RATING: 3.6

Superintendent Comments:

4 – ACCOMPLISHED. Superintendent Jeffery began by saying how it (evaluation) is a difficult process, does not like to “toot his own horn”, he is successful because of the people who work with him. He noted that when he started with the district he clearly articulated his goal to be the best district in the state. He has seen improvements in all of our departments. The 85% turnover in the 5 years since he has been here reflect the seriousness of that goal and demonstrates how the district continues to improve our standards. He has seen positive improvements in administration, school culture, and a reduction in disciplinary issues. He is most proud of the improved community perception of the district.

Board Member Comments:

Jackson – 4, ACCOMPLISHED

Moss – 4, ACCOMPLISHED Selecting people you (superintendent) can conduct, leadership and the experience is evident in his wisdom, management, support, and guidance. He appreciates the focus on vision and improvement.

Morrill – 3.5, EFFECTIVE On the right track but this standard is never accomplished so cannot give a four. He likes the work that has been done but does not want to see us rest.

Warren – 2, DEVELOPING Blown away with the work that was done at the grade school and the positive changes but now want to see that change and development at the high school. She sees the need for drastic improvement with students and teachers. The high school administration needs the support that was given at the grade school.

Morrow – 4, ACCOMPLISHED She has been alongside him (Sup. Jeffery) for six years and has seen the progress. She noted there is always room for improvement in multi-ethnic groups. If we do well, we all do well. Grade school change is night and day from when he first came. Can’t wait to see where we are in 5 years.

Brown – 4, ACCOMPLISHED

Standard 2: Policy and Governance

BOARD AVERAGE RATING: 3.8

Superintendent Comments:

3.5 – EFFECTIVE. Policies give all the structure by which we function. The board is the developers of policy, he gives guidance with the help of OSBA, with the culture of our district in mind. Board has done a great job in their appellate function.

Board Member Comments:

Jackson – 4, ACCOMPLISHED He views at it as running a business, he has been doing a good job.

Moss – 4, ACCOMPLISHED He is good at filtering out the important information, level headed approach.

Morrill – 4, ACCOMPLISHED Great job of bringing policy changes to the board and good understanding of what is driving the policy. Make board’s job easy.

2016-17 Superintendent Evaluation Summary and Averaged Ratings

Warren – 3, EFFECTIVE

Morrow – 4, ACCOMPLISHED Utmost confidence in Mark and his interpretation of the policy.

Brown – 4, ACCOMPLISHED

Standard 3 : Communication and Community Relations

BOARD AVERAGE RATING: 3.2

Superintendent Comments:

3 – EFFECTIVE. Involved in a lot of social organizations in prior districts but felt his work in the district needed more of his attention. With the bond work coming up he plans on becoming more involved in community activities and forums. Intent is to have one administrator involved in a civic organization to bring our issue to the public.

Board Member Comments:

Jackson – 4, ACCOMPLISHED Good communication

Moss – 3, EFFECTIVE Important to have the face in the community and have feedback from the community. Understands the focus on the home front. Please keep board informed what he is doing in the community.

Morrill – 3, EFFECTIVE Last year this was a point of emphasis in his evaluation. He has seen improvement in this area and sees potential for improvement, wants community continually aware of what the goals are as a district. It is nice to see him at the extra-curricular events.

Warren – 3, EFFECTIVE Excited about admin and super getting out in the community and sharing the positives that are happening. The District needs to start educating and building a relationship with the community.

Morrow – 3, EFFECTIVE

Brown – 3, EFFECTIVE

Standard 4 : Effective Management

BOARD AVERAGE RATING: 3.8

Superintendent Comments:

4 – ACCOMPLISHED. Sees growth from where we were to where we are, has outstanding people doing great work. Data analysis is driving what is done and it is moving down the ranks and becoming part of the programs. Allocation of resources and the growth in technology and the library are great successes as well. District has moved to a state of the art technology system, at a 2-1 ratio.

Board Member Comments:

Jackson – 4, ACCOMPLISHED

Moss – 4, ACCOMPLISHED Evidence of that is when he comes to a meeting he does not need to feel like he needs to be defensive for the community, well informed coming into the meetings.

Morrill – 3.5, EFFECTIVE No perfect manager, room for growth in high school in this area, student and staff need to hold each other accountable for high quality performance.

Warren – 3.5, EFFECTIVE Wants to see the flood gates open for the high school. Time to make a shift.

2016-17 Superintendent Evaluation Summary and Averaged Ratings

Morrow – 4, ACCOMPLISHED

Brown – 4, ACCOMPLISHED

Standard 5 : Curriculum Planning/Development

BOARD AVERAGE RATING: 3.3

Superintendent Comments:

3 – EFFECTIVE. Began textbook adoption in the last two years and have seen improvements and increases to walk to and walk ups. Admin has done a commendable job to bring our students where they need to be. Understands the huge shortage of students to fill the need of CTE jobs. Kids learn skills with which they can earn money in the process and have knowledge of a variety of trades to get them through different jobs and earn income for further education. Need to increase CTE education.

Board Member Comments:

Jackson – 4, ACCOMPLISHED Seeing improvement in the learning development and curriculum with technology, text, and CTE.

Moss – 4, ACCOMPLISHED 4 to him is not a cap, open ended knowing there is always room for improvement.

Morrill – 3, EFFECTIVE Excellent growth in the use of technology and computers in the classroom, rapid and successful growth. She sees the three areas that need to grow are 1. CTE 2. Developing learning and instruction strategies for those who will not go to college 3. Strategies in math for the in-between students.

Warren – 3, EFFECTIVE Wants to remember the kids in the “middle”. Agrees with Greg (Morrill) and the need to address curriculum improvements at the high school, wants to see the great leadership created at the grade school move up to the high school.

Morrow – 3, EFFECTIVE

Brown – 3, EFFECTIVE

Standard 6 : Instructional Leadership

BOARD AVERAGE RATING: 3.3

Superintendent Comments:

3 – EFFECTIVE. If teachers instruct well and use tools in assignments and assessments and communicate with parents then the process will work really well. Admin will be evaluated on this because he feels that this has not been enforced or come near the capacity that ParentVue could supply. Not where he wants to be. It is the brutal process of culture change.

Board Member Comments:

Jackson – 3, EFFECTIVE

Moss – 3, EFFECTIVE If teachers are old school and may teach, but are no longer teachable, he sees where there are improvements needed at the high school.

2016-17 Superintendent Evaluation Summary and Averaged Ratings

Morrill – 3.5, EFFECTIVE Overall done a good job looking at the body of work at the grade school. More adjustment in the assessments of student progress needed. The number of assessments aren't enough to give a student the chance to succeed. Improve the use of quizzes to evaluate the learning progress and the effectiveness of the instruction.

Warren – 3, EFFECTIVE Resources need to be used to maximize student achievement which he is aware of and trust he will move and effect change in the right direction.

Morrow – 4, ACCOMPLISHED Has a deep understanding of quality instruction as well as some other qualities listed in the standard.

Brown – 3, EFFECTIVE

Standard 7 : Resource Management

BOARD AVERAGE RATING: 3.8

Superintendent Comments:

4 – ACCOMPLISHED. Work that we have done together is remarkable as we are adding staff and programs at the same time other districts are cutting staff and programs, with the hope and belief that things will get better and sustain what we have planned. High turnover is a win and improved the quality of the work force while improving the district. Developed and sustained innovative programs on a strict budget and will continue to do so. Credit to Mike. Current leadership of OEA and OSEA has created an environment to create some very beneficial changes.

Board Member Comments:

Jackson – 4, ACCOMPLISHED He is aware of what is going on, good hires.

Moss – 4, ACCOMPLISHED Proactivity versus challenges translates to 4.

Morrill – 4, ACCOMPLISHED

Warren – 3, EFFECTIVE

Morrow – 4, ACCOMPLISHED

Brown – 4, ACCOMPLISHED

Standard 8 : Ethical Leadership

BOARD AVERAGE RATING: 3.9

Superintendent Comments:

4 – ACCOMPLISHED. If he is not ethical then fire him, you are either ethical or you are not. Made vast improvements in multicultural and ethnic understanding.

Board Member Comments:

Jackson – 4, ACCOMPLISHED

Moss – 4, ACCOMPLISHED

Morrill – 3.5, EFFECTIVE Must strive to improve so we don't slip

Warren – 4, ACCOMPLISHED

2016-17 Superintendent Evaluation Summary and Averaged Ratings

Morrow – 4, ACCOMPLISHED

Brown – 4, ACCOMPLISHED

Standard 9 : Labor Relations

BOARD AVERAGE RATING: 3.8

Superintendent Comments:

4, ACCOMPLISHED. Markedly improved. Board has done a phenomenal job maintaining composure during negotiations. Lion's share of the credit goes to the negotiating team and the local union leadership.

Board Member Comments:

Jackson – 4, ACCOMPLISHED

Moss – 4, ACCOMPLISHED

Morrill – 4, ACCOMPLISHED

Warren – 3, EFFECTIVE Open door policy, amazing job.

Morrow – 4, ACCOMPLISHED

Brown – 4, ACCOMPLISHED