

ISD 917 Board of Education Summary of 2024-25 Superintendent End of Year Review

On July 8, 2025 the School Board of ISD #917 conducted a closed meeting to discuss the results of the superintendent evaluation for the 2024-2025 school year. Previous to the meeting, board members were given an evaluation form electronically for them to fill out anonymously. The board was asked to evaluate Dr. Favor's performance relating to his school board established annual superintendent goals using a 4-point scale with 4 being distinguished and 1 being unsatisfactory. Dr. Favor's 3 goals were:

Goal #1: Create and strengthen strategic partnerships to innovate academic programming and increase opportunities for staff and students during and beyond K-age 22 education. For this goal a slight majority of scores were 3s with the rest being 4s. Board member comments around strategic partnerships and innovation reaffirmed Dr. Favor's strength in building relationships and cultivating opportunities for staff and students.

Goal #2: Lead the ISD 917 district leadership team to collaboratively prioritize staff recruitment, staff retention, core values, and strategic directions, and support a sense of belonging for all students, staff, and families. For this goal a slight majority of scores were 4s with the rest being 3s. Board members commented about the positive impact of staff recruitment and his leadership in building a welcoming community.

Goal #3: Engage students, staff, families, local communities, organizations, businesses, and governmental agencies to support students' successful transition into resident districts, workforce, and community. The majority of scores were 3s with one 4 for this goal. The board comments in this area reflect Dr. Favor's desire to develop, strengthen and implement systems that support students in successful transitions. As the leader of ISD 917, it is essential to monitor, adjust and evaluate systems that will provide student-centered opportunities.