



Prepared for: North Bend School District Board of Directors
Prepared by: Tim Crider, Superintendent
Meeting Date: April 2, 2026

Superintendent Evaluation Tool, Timeline, and Goals

ACTION REQUIRED

Background

At the April 19th School Board Worksession, the School Board met with OSBA Director Kristen Miles to discuss the OSBA/COSA Superintendent Evaluation Workbook, process, and the support OSBA offers throughout the process. OSBA and COSA partnered to produce this co-endorsed superintendent evaluation process. The purpose was to bring clarity and consistency to school boards' performance expectations of superintendents and to provide guidance to boards and superintendents for an effective evaluation process based on evidence-based practices and continuous improvement. An evaluation timeline and the establishment of two superintendent goals, in addition to the eight performance standards outlined in the OSBA/COSA Evaluation workbook, were discussed.

Timeline:

April 2026 - Adopt Evaluation Tool, Timeline, and Goals (Board Meeting Action)

August 2026 - Goals Check-In (Executive Session)

November 2026 - Goals Check-In (Executive Session)

March 2027 - Final Evaluation Review and Adoption (Executive Session followed by Board Meeting Action)

Goal 1: Ensure Effective Financial Stewardship and Organizational Sustainability

The superintendent will ensure responsible, transparent, and strategic management of district financial and operational resources, aligned to the North Bend School District's strategic plan, to support long-term sustainability and improved student outcomes. (Aligns across all strategic plan goals by ensuring resources, staffing, and systems support student success)

Goal 2: Lead Effective Elementary School Reconfiguration

The superintendent will lead the planning, communication, and implementation of the district's elementary school reconfiguration to ensure a smooth transition that improves student learning conditions, operational efficiency, and equitable access to programs and services. (Aligns to Goals #1, #2, and #3 through improved systems, access, and student outcomes)

Action Requested

The adoption of the OSBA/COSA Superintendent Evaluation Tool, Timeline, and Superintendent Goals discussed at the March 19th work session.

Motion Requested

"I move to adopt the OSBA/COSA Superintendent Evaluation Tool, Evaluation Timeline, and Superintendent Goals."