

School Board Annual Superintendent Evaluation 202~~6~~⁵-202~~7~~⁶

Thank you for taking the time to complete the Superintendent's annual performance review.

The first section of the review covers Dr. Daniels' Essential Duties and Responsibilities as Superintendent. Please rate her performance on a scale of 1 to 4, with 1 being greatly below expectations and 4 being greatly above expectations. Please include additional comments / details / examples as appropriate.

The Essential Duties and Responsibilities are as follows:

- Serves as the Chief Executive Officer for the School District.
- Serves as the educational leader of the district.
- Serves as the primary spokesperson for the district and oversees all public relation activities of the district to best represent the district before the public, governmental agencies, community organizations, or other groups.
- Directs and oversees the operational and administrative services, programs, and operations of the district to ensure the efficiency and effectiveness of these functions.
- Ethical and Inclusive Leadership.

* Indicates required question

1. Email *

2. Board Member Name *

3. Essential Duty #1 - Serve as the Chief Executive Officer (CEO) for the School District - Please rate her performance on a scale of 1 to 4. *

Mark only one oval.

1234

Greatly Below ExpectationsGreatly Above Expectations

4. Evidence of performance & comments regarding Essential Duty #1 (CEO of School District)
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5. Essential Duty #2 - Serve as the Educational Leader of the School District. Please rate her performance on a scale of 1 to 4. *

Mark only one oval.

1234

Greatly Below ExpectationsGreatly Above Expectations

6. Evidence of performance & comments regarding Essential Duty #2 (Educational Leader)

7. Essential Duty #3 - Serves as the primary spokesperson for the district and oversees all public relations activities of the district to best represent the district before the public, governmental agencies, community organizations, or other groups. Please rate her performance on a scale of 1 to 4. *

Mark only one oval.

	1	2	3	4	
	☐	☐	☐	☐	

Greatly Below
Expectations

Greatly Above
Expectations

8. Evidence of performance & comments regarding Essential Duty #3 (District Spokesperson/Representative)

9. Essential Duty #4 - Directs and oversees the operational and administrative services, programs, and operations of the district to ensure the efficiency and effectiveness of these functions. Please rate her performance on a scale of 1 to 4. *

Mark only one oval.

1	2	3	4
☐	☐	☐	☐
Greatly Below Expectations			Greatly Above Expectations

10. Evidence of performance & comments regarding Essential Duty #4 (Oversee operations & administrative services).

11. Essential Duty #5 - Ethical & Inclusive Leadership - Please rate her performance on a scale of 1 to 4. *

Mark only one oval.

1	2	3	4
☐	☐	☐	☐
Greatly Below Expectations			Greatly Above Expectations

12. Evidence of performance & comments regarding Essential Duty #5 (Ethical & Inclusive Leadership)

Evaluation of Dr. Daniels' 202~~65-26~~27 Annual Goals

The next section of the review form includes Dr. Daniels' specific Superintendent Goals for the ~~2025~~2026-26-27 school year approved by the Board of Education on June 28, 2026.

Please rate Dr. Daniels' performance regarding each of these Annual Goals and their elements on a scale of 1 to 4 (with 1 being Ineffective and 4 being Highly Effective), including additional comments related to the specific goal. The relevant Minnesota School Board Association (MSBA) standards have been listed with each goal and element. For this year, these are the specific MSBA elements and standards on which Dr. Daniels will be evaluated.

STANDARD: Governance Team Standards Communication and Community Engagement Goal (Communication and Community Relationships)

Goal 1: ~~Foster a culture of transparency, trust and collaboration by establishing consistent channels of communication with stakeholders and engaging the broader school community through meaningful dialogue and outreach initiatives~~Lead the Strategic Planning Process and Execute District Priorities - ***Please rate ~~the~~ element 1B of related to Goals and the Strategic Planrelationships with the Community:***

Mark only one oval.

- ☐ Highly Effective (4) - ~~Builds and sustains productive relationships with public and private sectors, such as local law enforcement, MSBA, MASA, etc.~~Facilitates development of the school district's short- and long-term measurable goals and aligns available resources with school district's budget to accomplish goals
- ☐ Effective (3) - ~~Creates relationships with public and private sectors~~Facilitates development of the school district's short- and long-term goals and recommends necessary financial strategies to meet goals
- ☐ Developing (2) - ~~Reluctantly seeks some relationships with public or private sectors~~Goals have been developed but no overall plan or alignment of resources exists
- ☐ Ineffective (1) - ~~Has no relationships with public and private sectors and shows no interest in pursuing partnerships~~Goals are not developed.

13. Please provide evidence of progress and/or Growth to Date for Goal #1

~~14.~~ Additional Thoughts or Comments:

STANDARD: School District Operations Goal (Operations and Management) Teaching and Learning Standards

~~For Goal 2 you will need to rate two different elements for the same goal. You will be rating both the element of Budget Development and Maintenance as well as the element related to Facilities.~~Optimize Teaching, Learning, and Comprehensive Staff Development. Please rate element 6C around Curriculum and Instruction

~~We will begin with rating the element of Budget Development and Maintenance for Goal 2: Establish a facilities management plan that ensures safe, functional, and future-ready learning environments through proactive planning, transparent budgeting and stakeholder engagement and collaboration.~~ ***Please rate the element of Budget Development and Maintenance:***

Mark only one oval.

- ☐ ~~Highly Effective (4) - Engages in timely budget planning and actions that consider current and long-range information and data; seeks balance to meet students' current and future needs and be fiscally responsible to community; distributes resources to meet immediate and long-range objectives~~ Ensures curriculum is in place, aligned across grade levels, and complies with state standards; assures instructional practices are differentiated and personalized to student needs and that technology enhances teaching and learning
- ☐ ~~Effective (3) - Engages in proactive budget actions that consider current information and data; seeks balance to meet the students' needs and be fiscally responsible to community; distributes resources in light of school-district goals and immediate objectives~~ Ensures curriculum meets the state standards; strives to accommodate diverse learning styles, needs, and levels of readiness; makes some effort to incorporate technology into learning
- ☐ ~~Developing (2) - Budget development, resource allocations, and management is focused on meeting immediate needs and fiscal issues and decisions are primarily reactive to current needs of the school district~~ Allows teachers to define their own curriculum; little coordination exists; encourages teachers to enhance instructional skills and embrace technology, but no comprehensive program is in place
- ☐ ~~Ineffective (1) - Budget knowledge is limited and the budget is developed and managed without taking into consideration current needs of the school-district; resources are allocated without consideration of school-district needs~~ Curriculum is not a priority and/or is inconsistent across grade levels; little to no focus on instruction exists; Technology not utilized in classroom instruction

~~15.~~ Please provide evidence of progress and/or Growth to Date for Goal 2 ~~and the~~
~~element related to Budget Development and Maintenance~~

~~16. Additional Thoughts or Comments:~~

~~17. Next we will rate the element of Facilities as it relates to Goal 2: Establish a _____*~~
~~facilities management plan that ensures safe, functional, and future-ready-~~
~~learning environments through proactive planning, transparent budgeting and-~~
~~stakeholder engagement and collaboration - **Please rate the element related to-**~~
~~**Facilities:**~~

~~Mark only one oval.~~

~~Highly Effective (4) - Ensures facilities management plan is in place and~~
~~includes ☐ current status of buildings and need to improve facilities in the~~
~~future, with~~
~~projected plan to secure funding~~

☐ ~~Effective (3) - Ensures facilities management plan is in place and includes~~
~~current status of buildings and need to improve facilities in the future~~

☐ ~~Developing (2) - Discusses facilities needs internally, but no plan is~~
~~created; addresses issues on an as-needed basis~~

☐ ~~Ineffective (1) - Facilities management plan is not created; maintenance~~
~~is performed only when absolutely needed~~

~~18. Please provide evidence of progress and/or Growth to Date for Goal 2 and the~~
~~element related to Facilities:~~

19. Additional Thoughts or Comments:

STANDARD: Teaching and Learning Student Support Standards

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Goal 3: ~~Establish a district-wide culture of collaborative leadership and instructional excellence by building trusting relationships, aligning strategic priorities and fostering continuous improvement across all levels of District One~~⁹¹
~~in the first 12 months~~
Systematize Student Support and Special Education Structures. Please rate the element **7B Student Attendance** **7C-Student Support Standards** of Staff Development

Mark only one oval.

- ☐ Highly Effective (4) - ~~Ensures comprehensive staff development plan exists and aligns with school district and school specific goals and complies with law; assures staff development programs fit school district-specific plan, goals, and priorities and focus on increasing student achievement~~ Provides systems of academics, supports, services, extracurricular activities, and accommodations to meet range of students' learning needs; ensures coordination and alignment of supports; maintains safe, caring, healthy, respectful, and inclusive learning environment for students ~~Prioritizes student attendance; addresses individual student attendance problems early and supports are in place; assures attendance rates are maintained at a high level~~
- Effective (3) - ~~Ensures staff development plan exists and is followed most of the time; assures staff development programs are based upon available opportunities targeted toward staff growth and increasing student achievement~~ Provides systems of academics, supports, services, extracurricular activities, and accommodations to meet most students' range of learning needs; coordination and alignment could be improved; trusting, safe, inclusive, and respectful school environment exists ~~Focuses on attendance; plans and interventions to address chronic attendance problems exist, but are not consistently implemented; attendance rates are improving~~
- ☐ Developing (2) - ~~A staff development plan in place, but not consistently followed; staff development programs are based upon available~~

~~opportunities~~ ~~Academics, supports, services, extracurricular activities, and accommodations to meet some students' range of learning needs; trusting, safe, inclusive, and respectful school environment exists and is sustained for most students~~ Attendance is not an area of focus; no plan exists to address attendance; attendance rates fluctuate

- ☐ Ineffective (1) ~~No comprehensive school district staff development plan; staff development not consistently provided; staff are left responsible for their improvement~~ ~~Academics, supports, services, extracurricular activities, and accommodations are not available for students; trusting, safe, inclusive, and respectful school environment does not exist for many students~~ Attendance is not addressed as a policy issue; no plan to address attendance exists; attendance rates are decreasing

18. 16. Please provide evidence of progress and/or Growth to Date for Goal 3:

19. ~~Additional Thoughts or Comments:~~

20. STANDARD: ~~Climate and Culture Goal (Ethical and Inclusive Leadership)~~Human Resources *

Goal 4: ~~Foster a culture of transparency, trust and collaboration by establishing consistent channels of communication with stakeholders and engaging the broader school community through meaningful dialogue and outreach initiatives.~~
Improve Internal Communication with Clarity- Please rate **Interactions with element 5A related to Internal Communication**Staff, Students and Community

Mark only one oval.

- ☐ Highly Effective (4) -~~Assures that school district procedures and practices are systematically reviewed and revised to reflect fairness and respect for human dignity for members of school community; builds relationships with union and non-affiliated employee groups through trust and sharing appropriate information~~ Establishes system for keeping staff continually informed of important matters and allowing opportunities for regular input
- ☐ Effective (3) - ~~Guides staff to examine school district procedures and practices for adherence to principles of fairness and human dignity; manages dynamics of union relationships~~ Keeps staff informed of most important matters and seeks input annually
- ☐ Developing (2) -~~Frequently examines school district procedures and practices for adherence to principles of fairness and human dignity; works to make the best of union relationships~~ Inconsistently keeps staff informed of important matters
- ☐ Ineffective (1) -~~Does not examine school district procedures and practices for adherence to principles of fairness and human dignity; is unable to work with union leadership; does not work to improve relationships~~ Lacks specific system to inform staff of important matters or fails to seek input

21.18. Please provide evidence of progress and/or Growth to Date for Goal 4:

22. Additional Thoughts or Comments:

23.19. Please add any additional overall thoughts and comments you would like to add to this evaluation:

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