

**Beaverton School District
Superintendent Evaluation Process 2026–27
Dr. Tony Smith, Superintendent**

By board policy and contractual agreement, the board will formally evaluate the superintendent's job performance once each year.

The time invested in providing meaningful feedback in the assessment of the superintendent's performance, and the progress made in meeting the goals specified by the board for the superintendent, is critical to the success of the district. The evaluation provides the opportunity for the board to assess the district's progress on district priorities. Included is the superintendent's assessment and self-evaluation of progress made toward accomplishing district priorities.

The evaluation for the 2026–27 school year includes the following goal areas established with the superintendent:

Pillar I – Instructional Excellence

Goal 1: Build a Coherent Continuous Improvement System

Goal 2: Strengthen Tier I Instruction

Goal 3: Develop Leadership Capacity Through Reciprocal Accountability

Pillar 2 – Organizational Excellence

Goal 4: Optimize District Resources

Goal 5: Optimize District Facilities

Goal 6: Build Public Trust Through Transparency and Collaboration

Evaluation Process

Board leadership will schedule two executive sessions to conduct the evaluation of the superintendent.

During the first executive session, board members will first meet with the superintendent to share his self-assessment and evidence of achievement. The superintendent then will depart from the executive session, and the board will discuss the evaluation and assessment of the superintendent's job performance. Based upon this discussion the board chair or designee will prepare the final evaluation from the board to share and discuss with the superintendent at a subsequent executive session.

The board will strive for consensus when developing the final evaluation, but in cases where consensus cannot be reached, the majority opinion will be reflected in the final written evaluation. Comments that are not agreed on by a majority of the board will not be included.

In a second executive session, the board will meet with the superintendent to share and discuss the performance evaluation.

Board leadership will develop a summary report on the outcome of the annual evaluation of the superintendent and will present it in a public meeting.

Timeline

Fall 2026

Board approves annual goals for the superintendent

Board approves the process and instrument for the superintendent performance evaluation

January–February 2027

Superintendent provides mid-year report on progress toward goals in public session

Board meets with superintendent in executive session for mid-year performance check-in

March 2027

Board reviews evaluation process, timeline and instrument

April 2027

Superintendent meets with board in executive session and provides a self-evaluation

Board meets in executive session to develop the performance evaluation

May 2027

Board meets with superintendent in executive session and conducts the evaluation

May–June 2027

Summary of final evaluation is prepared for public distribution

Evaluation summary is presented during a public board meeting

STRATEGIC INITIATIVE 1

Build a Coherent Continuous Improvement System

Purpose

Develop one districtwide continuous improvement system that aligns the strategic plan, school improvement plans, departmental priorities, performance management, progress monitoring and differentiated supports around a common improvement process.

Priority Actions

Year One

- Develop plan to align district priorities, school improvement plans and department goals to the strategic plan.
- Develop districtwide data protocols that promote learning, reflection and improvement rather than compliance.
- Establish district baseline measures and organizational routines that will inform future performance targets.

Year Two

- Align district priorities, school improvement plans and department goals into a coherent improvement framework aligned to the strategic plan.
- Establish common planning and continuous improvement cycles across the district.
- Implement consistent progress-monitoring routines across schools and departments.
- Differentiate supports based on school context, implementation evidence and identified needs.

Comments:

STRATEGIC INITIATIVE 2

Strengthen Tier I Instruction

Purpose

Establish consistent districtwide expectations for high-quality Tier I instruction by aligning curriculum, instructional practices, professional learning, coaching, supervision and feedback around evidence-based teaching and learning.

Priority Actions

Year One

- Establish a shared instructional framework that defines high-quality teaching and learning.
- Reinforce literacy and mathematics as foundational instructional priorities while supporting excellence across all content areas.
- Ensure consistent implementation of high-quality instructional materials.
- Strengthen classroom observation and feedback practices.

Year Two

- Strengthen instructional practices that reduce opportunity gaps and prepare students with the knowledge, skills and dispositions necessary for college, careers and civic life.
- Expand job-embedded professional learning and instructional coaching.
- Increase student engagement, belonging and rigorous learning experiences.

Comments:

STRATEGIC INITIATIVE 3

Develop Leadership Capacity Through Reciprocal Accountability

Purpose

Develop leadership capacity throughout the organization by establishing clear expectations, differentiated coaching, meaningful feedback and reciprocal accountability so every adult contributes to continuous improvement and organizational excellence.

Priorities

Year One

Teachers

- Curriculum-aligned professional learning

School Leaders

- Leadership coaching
- Instructional leadership development
- Strategic use of evidence

Principal Supervisors & Central Office Leaders

- Coach and develop school leaders and instructional leaders
- Strengthen cross-functional collaboration

Year Two

Teachers

- Clear instructional expectations
- Ongoing coaching and feedback

School Leaders

- Continuous improvement planning
- Strengthening collaborative school cultures

Principal Supervisors & Central Office Leaders

- Align district supports across departments
- Build a consistent district leadership model

Comments:

STRATEGIC INITIATIVE 4

Optimize District Resources

Purpose

Champion a transparent and sustainable resource allocation and support model that aligns financial, human and organizational resources with district priorities while supporting long-term fiscal sustainability.

Priority Actions

Year One

- Modernize systems and technology.
- Maintain multi-year financial planning processes.
- Establish program review and resource evaluation processes.
- Enhance transparency throughout the budget development process.

Year Two

- Streamline organizational processes.
- Align staffing with enrollment trends and district priorities.
- Protect investments closest to students and classrooms.
- Strengthen strategic resource allocation.

Comments:

STRATEGIC INITIATIVE 5

Optimize District Facilities

Purpose

Implement a long-range facilities planning framework that aligns enrollment trends, educational programming, facility conditions and community priorities to support exceptional learning environments and long-term sustainability.

Priority Actions

Year One

- Maintain robust long-range enrollment forecasting.
- Conduct facility utilization reviews.
- Develop transparent decision-making criteria for future facilities decisions.
- Evaluate attendance boundary opportunities.
- Evaluate multiple strategies before considering school consolidation.
- Engage students, staff, families and community members throughout the planning process.

Year Two

- Plan for a potential capital bond measure to support high-quality learning environments.
- Prioritize deferred maintenance planning.
- Align capital planning with long-term enrollment trends.

Comments:

STRATEGIC INITIATIVE 6

Build Public Trust Through Transparency and Collaboration

Purpose

Strengthen trust through authentic engagement, transparent communication, evidence-informed decision-making and meaningful partnerships with students, staff, families, labor partners and the broader community.

Priority Actions

Year One & Two

- Communicate openly and consistently.
- Engage stakeholders early in decision-making processes.
- Build collaborative partnerships with employee associations and community organizations.
- Increase transparency around district priorities and resource decisions.
- Create consistent opportunities for feedback and dialogue.
- Clearly communicate district progress throughout the year

Comments:

A. Overall effectiveness summary statement:

B. Suggestions for areas of focus for the upcoming year.: