

# Midyear Evaluation of Frank Norton

Public Summary  
February 16th, 2023

## Goal # 1

### Strengthen Community Confidence by:

- **Building trust with today's parents**
- **Taking control of our district narrative**
- **Reducing the risk of divisive flashpoints**

Mr. Norton has found a true asset in the Teaching and Learning Director.

Mr. Norton was given the task of leading the referendum renewal. He delegated Dr. Wagner and Ms. Anne Robertson to meet and explain the referendum renewal to community members. The two of them did a very nice job.

Mr. Norton was given a goal to be visible and engaged with community members. He did not meet this goal as his personality is not as outgoing as we expected. Engaging with community members comes from trust and confidence by community members.

Do not see anything in his goals of working with other government partners like the city or county other than on school security.

## Goal #2

### Re-Imagine the Employee Experience by:

- **Enhancing the Professional Learning Community structure**
- **Improving engagement and retention**
- **Attracting today's (and tomorrow's) talent and reducing stress-related absence**

Mr, Norton did a great job in hiring Dr. Wagner.

Mr. Norton did a climate survey with staff and it went over well with staff.

### **Goal #3**

#### **Unlock Student Success by:**

- **Delivering targeted, evidence-based instruction**
- **Providing equitable access to opportunities**
- **Protect social, emotional and behavioral health**

Ultimately he is responsible for the overall academic success or failure. He needs to advocate more for student academics. He is ultimately responsible for the low math and reading scores. Have not seen a plan to increase these scores as they are well below the state averages.

Continue working on building staff development.

Mr. Norton is a first time Superintendent and needs time in a Superintendent position to grow.

Mr. Norton's mid-year evaluation has some success and some goals were not met. In fairness he had a short time to address some of them, however there was ample time on a few goals.

Evaluations are a tool to discuss accomplishments and areas that need work or were not met.

#### **Goals going forward.**

1. Academic success for all students that want a good education.
2. Increasing reading and math scores.
3. Building trust and engaging with and in the community as he is the face of the school district.
4. Addressing issues in the district office. Having the Director of Teaching and Learning as district office supervisor would free him to do Superintendent duties.

Jim Bryant  
Red Wing School Board Chair

