

The Three Rivers School District Board conducted Superintendent Valenzuela's annual performance review on March 9, 2022.

The Board evaluated Superintendent Valenzuela in the following areas:

- Visionary district leadership
- Ethics and professional norms
- Inclusive district culture
- Culturally responsive instructional leadership and improvement
- Communication and community relations
- Effective organizational management
- Effective financial management
- Policy, governance, and advocacy

Overall, the Board gave Superintendent Valenzuela positive marks in all areas. Foremost, the Board commended the Superintendent for his strong advocacy and leadership for our students to be physically in school as much as possible during the previous school year. Overall, our students were inside our school buildings a greater number of days than in any neighboring district. In order to achieve this, Superintendent Valenzuela maintained an awareness of current and potential state and local regulations and rapidly executed when guidance changed. This would not have been possible without a high-functioning, empowered team of building administrators and district leadership acting under clearly articulated goals. Overall, the District has weathered the pandemic well and has come out perhaps stronger than before. The lessons from the last two years have informed strategic adjustments that make our district more adaptable and versatile in serving our students.

The Board appreciates that the District is making strides in improving overall employee and student culture. In particular, Superintendent Valenzuela has been proactive in creating an inclusive environment where all students may succeed. Examples of this work include the newly founded Equity, Diversity, and Inclusion Committee and has brought forth educational opportunities and District policies that inform, clarify and strengthen this commitment. Attention has been given to maintaining positive relationships with labor unions and supporting employee well-being. Financial management also achieved high marks with a clear and efficient budget process and responsible financial management of school funding, including supplemental grants. Even through the most challenging of times, course offerings expanded and graduation rates improved.

The Board has asked Superintendent Valenzuela to continue to focus on improving communication throughout the District. The Board would like to see more frequent updates regarding progress and actions taken towards our Board Goals, particularly reflecting where our students are educationally after two years of less traditional schooling. In addition, the Board has asked for more frequent communication regarding day-to-day activities and projects transpiring in our schools.

In summary, the Board commends Superintendent Valenzuela for his leadership of the Three Rivers School District. Looking back on the past year, we recognize the extremely challenging circumstances, which were largely outside of our control. Thank you for making sure that despite these challenges, the District maintained a central focus on serving our students.