

Dr. Daniels' Annual Evaluation 2025-2026

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.

1 2 3 4

Greatly Below Expectations ☐ ☐ ☐ ☐ Greatly Above Expectations

4. Evidence of performance & comments regarding Essential Duty #1 (CEO of School District)

5. Essential Duty #2 - Serve as the Education Leader of the School District. 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

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 relation 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' 2025-26 Annual Goals

The next section of the review form includes Dr. Daniels' specific Superintendent Goals for the 2025-26 school year.

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.

13. **STANDARD: Communication and Community Engagement Goal** * **(Communication and Community Relationships)**

For 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 - ***Please rate the element of relationships 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.
- ☐ Effective (3) - Creates relationships with public and private sectors
- ☐ Developing (2) - Reluctantly seeks some relationships with public or private sectors
- ☐ Ineffective (1) - Has no relationships with public and private sectors and shows no interest in pursuing partnerships

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

15. Additional Thoughts or Comments:

16. **STANDARD: School District Operations Goal (Operations and Management) ***

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.

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
- ☐ 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
- ☐ 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
- ☐ 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

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

18. Additional Thoughts or Comments:

19. 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

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

21. Additional Thoughts or Comments:

22. **STANDARD: Teaching and Learning** *

For 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 One91 in the first 12 months - ***Please rate the element 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
- ☐ 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
- ☐ Developing (2) -A staff development plan in place, but not consistently followed; staff development programs are based upon available opportunities
- ☐ Ineffective (1) -No comprehensive school district staff development plan; staff development not consistently provided; staff are left responsible for their improvement

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

24. Additional Thoughts or Comments:

25. **STANDARD: Climate and Culture Goal (Ethical and Inclusive Leadership)**

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For 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 - ***Please rate Interactions with 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
- ☐ 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
- ☐ 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
- ☐ 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

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

27. Additional Thoughts or Comments:

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

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