

MARK ANGLE-HOBSON, Ed.D.
2025-26 SUPERINTENDENT EVALUATION STANDARDS, GOALS, AND ARTIFACTS

STANDARD 1 VISIONARY DISTRICT LEADERSHIP	
GOAL	Artifacts
<ul style="list-style-type: none"> • Lead a collaborative process to reimagine the district's mission, vision and core values to determine our strategic priorities for the next five years. 	<ul style="list-style-type: none"> • Contracted with Studer Education to lead a strategic planning process. • Created an inclusive strategic planning committee to ensure voice across employee groups, program areas, and geography. • Conduct 30+ focus group sessions to gather input from within and outside the agency to determine strategic priorities. • Present the draft strategic plan to the board for approval in March 2026.

STANDARD 2 ETHICS AND PROFESSIONAL NORMS	
GOAL	Artifacts
<ul style="list-style-type: none"> • Ensure ethical decisions and cultivate professional norms and culture including equity, fairness, integrity, transparency, trust, collaboration and perseverance. 	<ul style="list-style-type: none"> • Restructured Administrative team to include an administrator dedicated to communications and partnerships. • Implement a regular newsletter, <i>Blueprint and Beyond</i>. • Implement a monthly <i>Coffee with Cabinet</i> meeting.

STANDARD 3 INCLUSIVE DISTRICT CULTURE

GOAL	Artifacts
<ul style="list-style-type: none">• Develop and maintain a supportive, equitable, culturally responsive and inclusive district culture.	<ul style="list-style-type: none">• Regularly include survey opportunities for employees to share feedback on what is working, what is unclear, and suggestions for continuous improvement. Share with employees themes from survey feedback as well as planned actions resulting from the feedback.• Provide opportunities for component districts to provide feedback about my support of their districts and my relationships with superintendents.

STANDARD 4 CULTURALLY RESPONSIVE INSTRUCTIONAL LEADERSHIP AND IMPROVEMENT

Descriptors	Artifacts
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STANDARD 5 COMMUNICATION AND COMMUNITY RELATIONS	
GOAL	Artifacts
<ul style="list-style-type: none"> • Cultivate relationships and partnerships including with members of business, civic and local government in support of their advocacy for district, school and community needs. 	<ul style="list-style-type: none"> • Monthly Meetings with Union Leadership. • Member of Rogue Workforce Board of Directors. • Vice-Chair of RESOLVE Board of Directors. • Active member of Oregon Association of ESDs (OAESD). • Active member of Coalition of Oregon School Administrators (COSA). • Active member of COSA Equity Board. • Convene regional superintendent meetings with legislators.

STANDARD 6 EFFECTIVE ORGANIZATIONAL MANAGEMENT

GOAL	Artifacts
<ul style="list-style-type: none">Establish and implement a process to update board policies.	<ul style="list-style-type: none">Contracted with OSBA to facilitate a complete policy update.Provide monthly policy updates as part of the board packet.

STANDARD 7 EFFECTIVE FINANCIAL MANAGEMENT

GOAL	Artifacts
<ul style="list-style-type: none">Develop a proposed budget in accordance with board priorities and district direction.	<ul style="list-style-type: none">Restructure Budget Message and Budget Committee Presentation to increase transparency and access.

STANDARD 8 POLICY, GOVERNANCE, AND ADVOCACY

GOAL	Artifacts
<ul style="list-style-type: none">• Develop relationships, lead collaborative decision-making and governance, and represent and advocate for district needs in local, county and state policy conversations.	<ul style="list-style-type: none">• Plan and facilitate weekly Cabinet Meetings.• Plan and facilitate monthly Leadership Team Meetings.• Plan and facilitate monthly Administrative Team Meeting.• Plan and facilitate monthly Regional Superintendents Meeting.• Participate in COSA Off-the-Record and statewide Legislative meetings for funding advocacy.