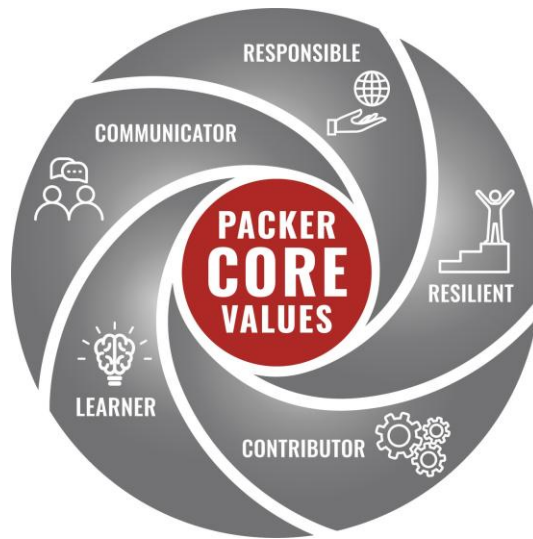


Dr. Joey Page

Superintendent Goals 2025-2026



ESTABLISH GOALS AND STANDARDS				
Goal 1: By November 4, 2025, the superintendent will lead a transparent and inclusive communication plan for the referendum to build public understanding and trust in the district's financial strategy.	Key Area: School District Finances This goal demonstrates the Conduct and Ethics standard in action, leading transparently, listening to the community, and communicating with integrity. As the district prepares for a significant public decision, I play a key role in building trust and understanding. This goal ensures the Board is supported with accurate information, the public is kept informed, and the district demonstrates leadership rooted in accountability and respect.			
	Evidence of Performance:			
Element 2.d. Bond and Levy Campaigns <i>Please select one of the following: highly effective, effective, developing, ineffective, or not applicable.</i>				
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)	Not Applicable
Helps the school board assure that the bond campaign meets immediate fiscal needs and advances long-term school district goals and/or priorities	Helps the school board develop community engagement strategies that build support for the bond	Helps the school board ensure that the bond campaign is conducted in a legally correct and fiscally responsible manner	Does not provide the school board with timely and helpful guidance on conducting the bond campaign	

ESTABLISH GOALS AND STANDARDS				
Goal 2: By June 30, 2026, the superintendent will strengthen the internal culture and reinforce effective governance by co-leading board development, clarifying leadership roles, and gathering staff climate feedback.	<u>Key Area: Ethical and Inclusive Leadership</u> This goal aligns with the Board's focus on governance, advocacy, and communication by exemplifying responsible leadership, reinforcing shared expectations, and fostering internal trust and clarity. Board reflections and evaluation data indicate a need for a deeper understanding of governance roles and enhanced system-wide communication. By engaging both the board and leadership team in this work and responding to climate feedback, the superintendent promotes a healthy, respectful culture that aligns with strong governance and effective communication.			
	<u>Evidence of Performance</u>			
<u>Element 8.a. Ethics and Professional Behavior</u> <i>Please select one of the following: highly effective, effective, developing, ineffective, or not applicable.</i>				
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)	Not Applicable
Demonstrates commitment to the highest standards of ethical and professional behavior, including courage and integrity; creates a climate in which employees are highly conscious of ethical and professional expectations and hold each other accountable; provides an exemplary model that influences stakeholders to act with a high degree of professionalism, respect, and trustworthiness	Consistently models highest standards of ethical and professional behavior, including courage and integrity; guides staff to articulate and reinforce high ethical and professional expectations for school district staff; solicits, engages, and interacts with stakeholders in a professional, respectful, and trustworthy manner	Follows acceptable standards of ethical and professional behavior; articulates expectations for ethical and professional behavior by staff and with stakeholders in a professional, respectful, and trustworthy manner	Does not comply with standards of ethical and professional behavior; does not articulate expectations or monitor compliance for ethical and professional behavior in the school district; does not interact with others in a professional, respectful, and trustworthy manner	

MID-YEAR FORMATIVE EVALUATION FORM
<u>Goal 1:</u> School District Finances
<u>Element 2.d. Bond and Levy Campaigns</u>
Evidence of Progress and/or Growth to Date (School Board):
<u>Goal 2:</u> Ethical and Inclusive Leadership
Evidence of Progress and/or Growth to Date (Superintendent):
<u>Element 8.a. Ethics and Professional Behavior</u>
Evidence of Progress and/or Growth to Date (School Board):
Overall Comments (School Board): Goal 1: Goal 2:

SCHOOL BOARD'S FINAL END-OF-YEAR SUMMATIVE EVALUATION

	4 Highly Effective	3 Effective	2 Developing	1 Ineffective
Goal 1: By November 4, 2025, the superintendent will lead a transparent and inclusive communication plan for the referendum to build public understanding and trust in the district's financial strategy.				
Goal 2: By June 30, 2026, the superintendent will strengthen the internal culture and reinforce effective governance by co-leading board development, clarifying leadership roles, and gathering staff climate feedback.				
Overall Goals Rating:				
Summary				
A. For the goals and standards, which best illustrates the superintendent's greatest strength and why?				
B. For the goals and standards, which presented the superintendent with the greatest challenge and why?				
C. How might the school board enhance the superintendent's strengths and assist in overcoming challenges?				

D. Superintendent's Comments:

Place *one* check [X] in each row for each goal and *one* check [X] for overall rating.

END OF YEAR SCHOOL BOARD'S SUMMARY OF ITS CONCLUSIONS
<p><u>Goal 1:</u> Communication</p> <p><u>Summary Statement:</u></p>
<p><u>Goal 2:</u> Learning work and Training using MDE's Culturally Responsive Leadership framework</p> <p><u>Summary Statement:</u></p>

Evaluation Period: July 1, 2024 to June 30, 2025

Superintendent Signature: _____ Date: _____

School Board Chair Signature: _____ Date: _____