

St. Louis Park Public Schools

Superintendent Performance Review: 2024-2025

(October 22, 2024)

Standards and Elements identified to guide expectations:

STANDARD 1: Governance Team

- **ELEMENT 1.b.** Priorities and/or Strategic Plan

Element 1.b. Goals and/or Strategic Plan				
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)	NA
<i>Facilitates development of the school district's short- and long-term measurable priorities and aligns available resources with school district's budget to accomplish goals</i>	<i>Facilitates development of the school district's short- and long-term priorities and recommends necessary financial strategies to meet goals</i>	<i>Priorities have been developed but no overall plan or alignment of resources exists</i>	<i>Priorities are not developed.</i>	

STANDARD 1: Governance Team

- **ELEMENT 1.d.** Information for Decision Making

Element 1.d. Information for Decision-Making				
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)	NA
<i>Collaborates with school board to review and improve value of information and guidance provided to the board for effective decision-making; ensures meeting materials are comprehensive, with adequate background information and possible action; offers thorough, timely, and prudent recommendations</i>	<i>Assists school board in understanding multiple perspectives surrounding issues as well as possible implications of decisions; provides meeting materials and background and historical perspectives; includes recommendations</i>	<i>Shares information with a few school board members for decision-making in a timely manner; provides incomplete meeting materials that do not include adequate background information or historical perspective</i>	<i>Does not provide timely information needed for effective school board decision-making; meeting materials are not readily available; members do not receive enough information regarding agenda or background information</i>	

STANDARD 2: School District Finances

- **ELEMENT 2.a.** Budget Development and Maintenance

Element 2.a. Budget Development and Maintenance				
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)	NA

<i>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</i>	<i>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</i>	<i>Budget development, resource allocations, and management is focused on meeting immediate needs and fiscal issues. Decisions are primarily reactive to current needs of the school district</i>	<i>Budget knowledge is limited. Budget is developed and managed without taking into consideration current needs of the school district. Resources are allocated without consideration of school district needs</i>	
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STANDARD 3: Communication and Community Relationships

- **ELEMENT 3.a. Relationships with the Community**

Element 3.a. Relationships with the Community				
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)	NA
<i>Builds and sustains productive relationships with public and private sectors, such as local law enforcement, MSBA, MASA, etc.</i>	<i>Creates relationships with public and private sectors</i>	<i>Reluctantly seeks some relationships with public or private sectors</i>	<i>Has no relationships with public and private sectors and shows no interest in pursuing partnerships</i>	

Timeline for superintendent review process:

- October 22, 2024 – approve the performance review plan
- February 25, 2025 – conduct mid-year (formative) evaluation
- June 10, 2025 – conduct year-end (summative) evaluation
- June 24, 2025 – results of the summative evaluation approved by the board