

Superintendent Evaluation Summary – February 2026

Superintendent Valenzuela received an overall average rating of **3.4 (Effective to Accomplished Performance)** across all eight board-evaluated standards, reflecting consistent, effective leadership with several areas viewed as strong or exemplary.

Superintendent Valenzuela's strengths noted include maintaining positive relationships with staff and unions, managing a tight budget responsibly (often avoiding layoffs through attrition), modeling generally ethical behavior, and balancing community expectations with state requirements. The district is seen as stable in organizational and financial management, with effective systems in place across leadership, instruction, and governance.

The board was supportive of Superintendent Valenzuela's overall performance. Many members commented what an asset he is to the district.

Overall, the board evaluation reflects solid and consistent performance, with opportunities to strengthen broader community engagement.

Direct Report Staff Evaluation Summary

Direct report staff rated the superintendent at or near **4.0 (Accomplished Performance)** across all standards. Staff described him as a visionary, student-centered leader who has deeply embedded the district's mission and core values into practice.

They emphasized his ethical leadership, transparency, financial stewardship, strong labor relations, and effective advocacy at the regional and state levels. Staff consistently highlighted his positive culture-building, long-term commitment to the district, and ability to inspire trust, loyalty, and high performance.

Together, the evaluations indicate Superintendent Valenzuela demonstrates strong internal leadership and organizational stability, with board-identified opportunities focused primarily on community engagement.