

TO: Dr. Jon Graff, Superintendent

FROM: Charlie Potts, Chair

DATE: July 15, 2026

SUBJECT: Annual Performance Evaluation Summary (2025–2026 Academic Year)

Dear Dr. Graff,

This letter serves as the official summary of your annual performance evaluation for the 2025–2026 academic year. Feedback was compiled from all seven school board members between May 25 and June 5, 2026, ahead of our formal evaluation conversation on June 10, 2026.

Executive Summary

The School Board overwhelmingly commended your **highly successful first year** as Superintendent of District 508. You demonstrated steady, confident leadership and brought a calm, thoughtful approach to a demanding year marked by major facilities construction, complex budgeting, and curriculum reviews. The board highlighted your exceptional communication, thorough preparation, and clear vision for St. Peter Public Schools as foundational strengths that have quickly built trust across the district.

Performance Across Key Evaluation Areas

Your quantitative ratings across the 14 core evaluation areas reflected strong, consistent leadership. A significant majority of marks fell into the *Highly Effective* category:

- **District Operations & Facilities:** Your proactive management of the "Mend the Middle" construction project kept the work on schedule and within budget while minimizing daily educational disruptions.
- **Teaching & Learning:** The board highly valued your organization of the curriculum review process. Strategically adding the North Elementary Dean position was a celebrated decision, allowing building principals to pivot more fully toward instructional leadership.
- **Information for Decision-Making & Visibility:** You consistently delivered succinct, well-framed data to the board and have made yourself approachable and visible to staff and families across the district.
- **Budgeting & Personnel:** Working alongside the business office, you brought added transparency to fiscal planning. In addition, you did significant work related to successful contract negotiations.

- **School Safety & Student Support:** The standardized implementation of the "I Love U Guys" framework strengthened emergency preparedness and unified safety protocols across the district.

Strategic Opportunities for Future Growth

While your first year as Superintendent was exemplary, the board has identified two key areas to optimize your leadership moving forward:

1. **Regional & State Advocacy:** While local collaboration is excellent, the board encourages you to build stronger relationships with state legislators and regional government officials to expand our district's external influence.
2. **Structured Student Engagement:** Though you are viewed as highly approachable, the board suggests developing formal mechanisms to involve students directly in district-wide goal-setting beyond standard survey feedback.

Conclusion

The board has confidence in your leadership. Thank you for your dedication, integrity, and stewardship during your first year as Superintendent. We look forward to partnering with you in the years ahead. On behalf of the St. Peter Public Schools School Board, thank you to Dr. Graff for his outstanding work this year.

Sincerely,

A handwritten signature in black ink that reads "Charlie Potts". The signature is fluid and cursive, with the first name "Charlie" written in a larger, more prominent script than the last name "Potts".

Charlie Potts
Chair, St. Peter School Board
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