

Molalla River School District 2024-2025 Superintendent Evaluation

NARRATIVE SUMMARY

The Molalla River School District Board is required by Board Policy CBG and the Superintendent's Contract to evaluate the Superintendent annually based on certain standards and criteria set out in District documents. The MRSD Board has now completed its 2024-25 annual Superintendent evaluation. Superintendent Tony Mann is completing his 13th year as Superintendent at MRSD. The requirement for Superintendent evaluation is a responsibility of the whole Board collectively and not a review by individual Board members since the Board can only act to perform this duty by a quorum of the Board with a majority favorably endorsing the evaluation. This evaluation is a reflection of the Board collectively.

Feedback from Leadership Team

As a part of the 2024-25 Superintendent's evaluation and to assist the Board for its evaluation, information was collected (360° feedback) from selected leadership groups about the performance of the Superintendent. Fourteen (15) of a possible sixteen (16) members of this group completed the online questionnaire which is the highest response percentage ever for this 360 feedback. Average ratings in all topic areas were generally in the "Excellent" range indicating a high degree of satisfaction with their boss.

A separate section of the questionnaires specifically addressed the Superintendent's performance/effort regarding the Board Priorities (Goals) using a sliding scale response for the group instead of the 5-point rating scale used for other ratings. The sliding scale response averages were measured from zero to 100. New Goals were adopted for this evaluation cycle, so no prior year's comparisons are available. The Board Priorities (Goals) received ratings from the group ranging from 79% to 89% performance/effort to achieve the Goals.

The responses for the 2025 Goals in terms of percentage of effort/performance are as follows:

STUDENTS - MRSD will foster a safe, welcoming learning environment where all students are supported in reaching their goals for academic and future success through individualized and shared learning experiences. – **86%**

FACILITIES - MRSD will continuously maintain, improve, and upgrade all facilities and equipment to ensure safe, accessible, and engaging student environments. – **79%**

RESOURCES - MRSD will be fiscally responsible and transparent in the management of all resources. – **89%**

COMMUNICATION - MRSD will proactively communicate in a meaningful, timely manner to enhance the overall educational experience. – **81%**

PARTNERS - MRSD is committed to providing a welcoming environment for all parents/caregivers to participate in their student's education and will collaborate with community partners to expand student experiences. – **89%**

STAFF - MRSD is committed to developing and supporting all staff members, as well as retaining and recruiting diverse professionals who are focused on positive student outcomes. – **83%**

Board's Summary of Superintendent Performance

Average ratings for each of the Standards for the Superintendent's performance based on a 5-point scale for 2024-25 alongside similar ratings for the past five years is:

	<u>2019</u>	<u>2020</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	
No. 1 – Curriculum and Instruction	3.90	3.81	3.93	3.74	4.11	3.64	
No. 2 – District Culture	3.70	3.79	3.92	3.95	4.08	3.96	
No. 3 – Priorities/Goals	3.69	3.71	3.82	4.04	3.96	4.12	
No. 4 – Leadership	3.60	3.77	4.20	3.91	4.07	3.98	
No. 5 – Communications & Comm. Rel.	3.82	3.65	3.60	3.98	4.33	4.18	
No. 6 – Organizational & Fiscal Mgmt.	3.90	4.11	4.17	4.08	4.14	4.10	
No. 7 – Human Resources Management	3.56	3.54	4.01	3.87	3.90	3.92	

Overall, the Board's collective numerical view of the Superintendent's performance is about the same as last year in most of the Standards with some slightly up or slightly down in a numerically insignificant amount hovering around an average rating of Excellent (4.0). The range of averages for the Standards is from 3.64 to 4.18. The lowest average rating was for Standard No. 1 – Curriculum & Instruction at 3.64 and the highest average rating was for Standard No. 5 – Communication & Community Relations at 4.18. It is notable that all of the Performance Indicators for Standard No. 3 – Strategic Priorities (Goals) are new for this evaluation cycle and the Superintendent's performance was rated above Excellent at 4.18.

A review of the Comments from individual Board members about each of the Standards did not yield any notable trends. However, one commenter observed that Tony has been more strategic with communication this year. A similar comment noted that communication with staff has been greatly improved. A couple of comments observed that Tony has made several excellent hires for the leadership and administrative team positions. One observed that union relations have never been better. Comments from the Superintendent said that work is still needed on evaluation systems in the District.

Conclusion

This Superintendent evaluation cycle for 2024-25 included information collection from 360° feedback questionnaires submitted to selected stakeholder groups to assist the Board with its preparation for the evaluation. Generally, the results from the 360° feedback were very supportive for the Superintendent. The Board Members also included their own observations when completing their online evaluation worksheets. The results from individual Board Member worksheets show that the Superintendent performance for 2024-25 was about the same as last year and Excellent overall with a lot to celebrate: better community & staff communication; facilities work on a bond for new middle school; and improved union relations. Making some good leadership hires was also observed. Improving the evaluation system will be an upcoming task for the board.

In summary Tony Mann is a valued Superintendent at MRSD and we as a School Board are committed to partnering with him to further improve the District for our students, parents, employees, and community. Improving student success is a priority and he seems to be focused on a plan to get us there. He is making steady improvement on the District's Priorities (Goals) and we have seen numerous successes again this year. We have continued to make progress building a leadership team for the District with several excellent new hires. We are pleased to have Tony as our Superintendent and look forward to a continued successful future.