

2025 SUPERINTENDENT EVALUATION SUMMARY

The Board evaluated Superintendent Valenzuela in the following areas:

- Visionary district leadership
- Ethics and professional norms
- Inclusive district culture
- Culturally responsive instructional leadership and improvement
- Communication and community relations
- Effective organizational management
- Effective financial management
- Policy, governance, and advocacy

Overall, the Board evaluated Superintendent Valenzuela as effective or accomplished in all areas. The Board remains pleased with Superintendent Valenzuela's performance over the last year, especially with his efforts to improve learning outcomes of all students. This is demonstrated in the continued focus on using the professional learning community process to track, focus, and refine the District's service to our students. The Board commended Superintendent Valenzuela in numerous areas including overall District morale (demonstrated by low turnover of staff), continued focus on facilities (despite aging infrastructure), and steady operations. His ability to work closely with the community to ensure all students have the best outcomes academically and after graduation is of particular note since this is an overarching goal of Three Rivers School District. Superintendent Valenzuela's care for his community and lifelong involvement with the District leads to an invaluable understanding of the uniqueness of our region. We asked that Superintendent Valenzuela continue to maintain his focus on District goals and continually work towards being the public school district that best prepares students for post graduation success.