

**KENT INTERMEDIATE SCHOOL DISTRICT
SUPERINTENDENT EVALUATION
MARCH 20, 2023**

The Kent ISD Board of Education met in closed session on March 20, 2023 to evaluate Superintendent, Ron Koehler, for the 2022-2023 school year. They continued following Sections 1249 and 1250 of the Michigan Revised School Code, using the format and process developed by MASB.

Following Ron's Highly Effective rating for the 2021-2022 school year, the board identified the following goals and success indicators for the current year. They included:

- Implement LEAD 1.0 the Kent ISD strategic plan
- Create intense focus to position KISD as a leader in student-center programming
- Complete reorganization of the KISD leadership team
- Fulfill S.P. hiring goals to better serve the region's schools and students
- Improve internal and external communications
- Provide leadership and advocacy for education regionally and statewide

Before receiving feedback from Board members, Mr. Koehler shared updates and success indicators in each of the goal areas. Board members asked question for clarification. (Ron's report will be attached to the formal Board minutes.) They then provided evaluative performance ratings in each of the Professional Practices Areas:

GOVERNANCE & BOARD RELATIONS	HIGHLY EFFECTIVE
STAKEHOLDER RELATIONS	HIGHLY EFFECTIVE
EMPLOYEE RELATIONS	HIGHLY EFFECTIVE
OPERATIONS & FINANCE	HIGHLY EFFECTIVE
EDUCATIONAL LEADERSHIP	HIGHLY EFFECTIVE
SUMMARY OF PROFESSIONAL PRACTICES RATING	HIGHLY EFFECTIVE

This portion of the total rating totals 50%.

For STUDENT GROWTH, Ron and his staff continued prioritizing early childhood education. While all measures haven't concluded at this time, the district followed the practices outlined in the prior evaluation and continued trending in a very positive direction. While the Superintendent will continue sharing new information as it becomes available, the Board affirmed that his work in this area is HIGHLY EFFECTIVE. This is calculated as 40% of the total summary.

Finally, during the entire evaluation, Board members gave high accolades to Mr. Koehler for his work on the goals. In concluding this area (10%) was also Highly Effective, they unanimously presented Ron with a HIGHLY EFFECTIVE rating for the 2022-2023 school year.

Supportive comments included:

- The new Strategic Plan process and implantation are superb**
- Goals and priorities are clear and easy to follow**
- Ron has brought the district staff into a cohesive team**
- The culture of the organization is labeled with high trust**
- Ron's work with the board is outstanding**
 - He keeps them well informed of both good and bad issues**
 - He is readily available and his follow-up is immediate and complete**
 - He takes time to talk with each board member independently**
 - Restructured meetings have created greater efficiencies**
 - The Board has High Trust in everything Mr. Koehler shares with them**
- Ron's appointment of new staff and cabinet members is tremendous**
 - He has recruited and maintained great talent**
 - The quality of staff is extremely high and competent**
 - The reorganization plan closes any loopholes in the organization**
 - His leadership style allows administrators freedom and flexibility**
 - He holds staff members accountable for their work**
 - It is clear to the Board that the KISD staff is happy in their roles**
- Ron has done great work with local districts**
 - He has restructured KISA to provide superintendents with more autonomy**
 - He inserts himself to help when local districts face problems**
 - He has clarified KISD's vision and role with local districts**
 - He has reestablished KISD's leadership apart from local districts**
- Budget work and finance are in great shape**
 - Board members have great confidence in all financial disclosures**
 - Ron and his staff follow instructional priorities with available resources**
 - Audits during his time as Superintendent have been clean and positive**
- Ron is highly visible in all areas**
 - His work with the business community is outstanding**
 - He has a strong presence with local government staff members**
 - He is very active in regional, State and Federal issues**
 - His voice carries great weight on behalf of KISD**
 - He attends multiple meetings with local superintendents**
- Instructionally, Ron has prioritized student achievement and growth**
 - He has led greatly in a post-Covid era**
 - Internal programs are growing both in priorities and student numbers**
 - KISD assists local districts in dealing with learning gaps (Covid)**
 - The Strategic Plan has set extremely high expectations in instruction**
 - The new hire of Ron Gorman in this area has been great**

In discussing growth areas, Board members want to have Ron continue what he's doing. He makes his job seem so effortless, while they know (anything but) is true. They want to make sure he provides greater balance in his personal and work lives.

Ron thanked the Board for their great leadership, especially in making all decisions in the best interests of students. They are very supportive of him as Superintendent and keep him well apprised of issues they learn about in their roles.

Ron also praised his administrative team. While there has been a lot of change, the chemistry with his cabinet and their respective teams is positive, maintains high

expectations and their collaboration is extremely team oriented. KISD is now a positive place to work and Ron credits his team for that.

He was also praiseworthy for teachers and support staff within KISD programs. As many changes have been made and new programs added, there is great camaraderie among employees. Their support of local districts in their respective areas has been flawless and positive. It is clear how much they value children and all want each child to have as much individual success as possible.

As they do during each evaluation, a discussion of Superintendent Succession was held. Ron is very happy in his current role and believes he has added quality staff members so the Board can have an internal option, when his day of retirement is announced. He committed to work at KISD for at least another year and will be open to helping his successor with the transition at that time.

Prior to moving into open session, the Board consented to receiving a written summary of the evaluation and, once edited, will approve the report and a HIGHLY EFFECTIVE rating for Ron Koehler for the 2022-2023 school year.