



November 17, 2025

Using the MASB (Michigan Association of School Boards) Evaluation instrument, the New Buffalo Board of Education Annual Evaluation of Superintendent Mr. Adam Bowen reflects an effective performance across all areas of assessment.

The Board of Education finds excellence in **Governance and Board** relations. Meetings are well organized with documentation and needed information provided to Board Members to make informed decisions are provide well in advance. Board members have expressed particular appreciation for the consistency of the weekly updates. These update support more informed decision-making and allow board members to stay aligned on priorities.

**Communication Relations** by providing open dialogue with our stakeholders as evidenced by the Quarterly True Blue mailer to all households in the District. Guided by Mr. Bowen's leadership, the district continues to advance efforts to develop attainable housing on district-owned property, reflecting a clear understanding of community needs.

Often, he collaborates with leaders of other districts in Berrien County and beyond that are facing similar issues. Two examples that have stood out: the insurance consortium and K2 behavioral student program county wide. This not only shows his strong leadership skills, but also projects a positive image for our District.

**Staff Relations** have been positive as evidenced by the collaboration efforts, supportive engagement and actionable follow through observed throughout the employee rounding process. Effective relationships with staff have strengthen accountability by fostering teamwork and promoting clear communication among teachers, support staff, and administrative leaders.

**Business and Finance Pillars** continue to exhibit exceptional budget stewardship supported by reliable well-structured reporting in cooperation with the Business Manager. He demonstrates a comprehensive understanding of state and federal budget changes and how these shifts affect district operations.

Mr. Bowen has a deeper understanding of professional standards and curriculum development needs and effective professional learning strategies. He consistently takes initiative to identify and address, emerging challenges within our district with his proactive leadership in response.

In conclusion the Board of Education remains appreciative of the leadership of Mr. Bowen and will continue to support him in his leadership of the District. We are committed to continuing strategic improvements that shape a strong future for education in New Buffalo.

Respectfully Submitted,

Lisa Werner  
New Buffalo Board of Education President