**DATE:**               September 2025

**TO:**        Superintendent James Owens

**FROM:**     CDS Board of Directors

**SUBJECT:**   2024–2025 Superintendent Evaluation – Summary

Superintendent James Owens exemplifies the mission of Centennial School District to collaborate in community, to cultivate equity, and to inspire excellence.

Superintendent Owens continues to provide strong, ethical, and visionary leadership for the district. He has effectively communicated and advanced the district strategic plan, Roadmap 2027. This includes the Profile of a Graduate initiative and created tools like the executive dashboard to align initiatives with strategic goals.

Superintendent Owens is highly regarded for his professionalism, ethical decision-making, and approachability. His leadership fosters an inclusive district culture, and he actively engages with stakeholders, though deeper engagement with teachers, staff, and students is encouraged.

During the evaluation process, the Board identified strengths to include:

> <u>Visionary Leadership</u>: Clear strategic alignment, strong communication, and community forums. - Ethics & Professional Standards: Exemplary integrity and professionalism.

> <u>Community Engagement</u>: Active presence across the community and government affairs. –

> <u>Organizational & Financial Management</u>: Strong delegation, capable cabinet, and excellent fiscal stewardship.

> <u>Governance & Advocacy</u>: Effective policy involvement and legislative advocacy.

The Board has identified areas for continual growth and improvement to include:

> Improve literacy and attendance outcomes.

> Ensure consistent practices and processes across schools.

> Strengthen communication about instructional processes (not just outcomes). –

> Deepen engagement with staff and students for inclusivity efforts.

Superintendent Owens is a highly effective superintendent, leading with vision, professionalism, and strategic focus. Continued attention to student outcomes and district-wide consistency will help maintain momentum.

Submitted by: _____
Rose Solowski, Chair