

The Three Rivers School District Board conducted Superintendent Valenzuela's annual performance review on April 19, 2023 in Executive Session.

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. Foremost, the Board commended the Superintendent for his leadership of the Three Rivers School District. The District continues to demonstrate a high-functioning, empowered team of building administrators and district leadership acting under clearly articulated goals. Superintendent Valenzuela has acted to implement the goals of the Three Rivers School Board and shares the Board's vision regularly with employees, parents, and the community.

Superintendent Valenzuela is proactive in determining district needs, including policy priorities. Relationships with community leaders and local government show respect, which has benefitted the District as we move forward with our priorities, for example school safety initiatives benefiting from strong connections to the Josephine County Sheriff's Department.

Superintendent Valenzuela values communication, and maintains regular and appropriate communication with the Board through emails, phone calls, meetings, and messages. He has made himself visible to employees by regularly visiting all schools in the District. He also has engaged in meaningful conversations with parents through one on one meetings, when requested, or in forums such as the recent "Coffee with the Superintendent" meetings held throughout the District. He engages with Community groups to communicate about Three Rivers School District. We continue to encourage Superintendent Valenzuela in this area, in that there are so many ways employees, parents, students, and community can benefit from greater engagement.

The Board is pleased with the Superintendent's attention to ongoing work that ensures our schools are positive, inclusive, and safe spaces. He has shown that promoting a positive and inclusive District culture is foundational work, and is necessary to ensure that all students are able to meet their educational potential. We are pleased with the attention given to understanding the academic needs for growth of all students. Some areas noted in this area were the implementation of PLC (Professional Learning Communities) in the District to help guide academic growth, and assessing the needs of high-achieving students to continue providing academic challenges. In this, the Board also commended the respect given to teacher involvement and autonomy of instructional practices.

Lastly, the Board commended Superintendent Valenzuela on his integrity, transparency, and authenticity in leading the District. It was felt that his commitment to an ethical culture builds trust and commitment to the District. He is respectful of all voices, and behaves as a role model for others.