

Board Superintendent Evaluation Committee

Tuesday, January 27, 2026

2022-2028
Areas of Focus

#1 – Create a high quality learning environment for all

#2 – Operationalizing systems that engage and empower communities

#3 – Build a culturally responsive workforce

MESD Board Equity Lens- <https://www.multnomahesd.org/board-equity.html>

The meeting was called to order at 12:00 p.m. on Tuesday, January 27, 2026 by Committee members Jessica Arzate and Katrina Doughty.

● CALL TO ORDER

Present: Jessica Arzate
Katrina Doughty, Committee Chair

Absent: Danny Cage

Administration: Heather Severns-Board Secretary

Key Discussion Topics & Decisions

1. 360 Evaluation Participant Groups

The group reviewed past practice and discussed expanding participation to capture broader, more meaningful feedback.

Previously included groups:

- Board members
- Cabinet
- Superintendent's direct reports
- Union leadership
- Component district superintendents

Proposed additions / confirmations:

- All administrators, including:

- Principals
- Program supervisors
- Senior program administrators (approx. 60 total)
- External partners:
 - Superintendents from neighboring ESDs (e.g., Clackamas, Northwest Regional)
 - Key external collaborators (e.g., Stacy Michelson, Sam Breyer, Emily Nischik)

Rationale:

Participants agreed this is an appropriate moment to seek **broader input** to better understand the superintendent's reach, strengths, and areas for growth across the organization and partner landscape.

2. Evaluation Tool Revisions

There was strong consensus that the **current evaluation tool is not appropriate** for a broad 360 audience in its existing form.

Agreed principles for revision:

- Maintain overarching performance standards (e.g., Visionary Leadership).
- Reduce or eliminate highly prescriptive performance indicators for non-board respondents.
- Shift toward:
 - Rating by performance standard
 - Narrative responses where appropriate
- Add response options such as:
 - “Not applicable”
 - “I do not interact with the superintendent in this area”

Rationale:

This approach avoids forcing respondents to guess, improves data validity, and acknowledges varying levels of interaction—especially important for newer administrators.

3. Survey Design Support

Heather proposed:

- Modifying the tool currently housed in SurveyMonkey.
- Consulting with **Amanda Shanahan (Data & Surveys)** to ensure the survey is well-designed and appropriate for the administrator audience.

This suggestion was supported by the group.

4. Timeline

- Draft evaluation tool to be developed by Heather.
- Draft to be shared via email with Katrina and Jessica for review and feedback.
- Feedback requested in a timely manner.
- Evaluation will be distributed **after the February 17 board meeting**.

5. Additional Context for Superintendent Evaluation

Katrina flagged that the superintendent may raise a structural topic during his evaluation regarding:

- The value of **greater continuity in board leadership** (e.g., longer chair terms).
- Particularly relevant during bargaining years and major initiatives (e.g., potential bond efforts).

This was shared as contextual information for awareness; no action was taken at this meeting.

Action Items

- **Heather Severns**
 - Revise the 360 evaluation tool.
 - Consult with Amanda Shanahan on survey design.

- Share a draft with Katrina and Jessica for review.
- **Katrina & Jessica**
 - Review and provide feedback on the draft evaluation tool once received.

Respectfully submitted,
Heather Severns
Executive Assistant/Board Secretary