

Superintendent ~~Battle's~~ Daniels' Annual Evaluation ~~2024~~-2025

Thank you for taking the time to complete the Superintendent's annual performance review. The first section of the review covers ~~s-Dr. Battle's~~ Dr. Daniels' Essential Duties and Responsibilities as Superintendent. Please rate her performance on a scale of 1 to 4, with 1 being ~~greatly below~~ expectations and 4 being ~~greatly above expectations-high~~. Please include additional comments / details / examples as appropriate.

The Essential Duties and Responsibilities are as follows:

- Serves as the Chief Executive Officer for the School District.
- Serves as the educational leader of the District.
- Serves as the primary spokesperson for the District and oversees all public relation activities of the District to best represent the District before the public, governmental agencies, community organizations, or other groups.
- Directs and oversees the operational and administrative services, programs, and operations of the District to ensure the efficiency and effectiveness of these functions.
- Ethical and Inclusive Leadership.

* Indicates required question

1. Email*

2. Board Member Name*

3. Essential Duty #1 - Serve as the Chief Executive Officer (CEO) for the School District

Mark one oval.

	1	2	3	4	
Greatly Below Expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Greatly Above Expectations

4. Evidence of performance & comments regarding Essential Duty #1 (CEO of School District)

5. Essential Duty #2 - Serve as the Education Leader of the School District.

Mark one one oval.

	1	2	3	4	
Greatly Below Expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Greatly Above Expectations

6. Evidence of performance & comments regarding Essential Duty #2 (Educational Leader)

7. Essential Duty #3 - Serves as the primary spokesperson for the District and oversees all public relation activities of the District to best represent the District before the public, governmental agencies, community organizations, or other groups.

Mark one one oval.

	1	2	3	4	
Greatly Below Expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Greatly Above Expectations

8. Evidence of performance & comments regarding Essential Duty #3 (District Spokesperson/Representative)

9. Essential Duty #4 - Directs and oversees the operational and administrative services, programs, and operations of the District to ensure the efficiency and effectiveness of these functions.

Mark one one oval.

	1	2	3	4	
Greatly Below Expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Greatly Above Expectations

10. Evidence of performance & comments regarding Essential Duty #4 (Oversee operations & administrative services)

11. Essential Duty #5 - Ethical & Inclusive Leadership

Mark one one oval.

	1	2	3	4	
Greatly Below Expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Greatly Above Expectations

12. Evidence of performance & comments regarding Essential Duty #5 (Ethical & Inclusive Leadership)

Evaluation of ~~Dr. Battle's 2023-24~~ Dr. Daniels' 2025-26 Annual Goals

The next section of the review form includes ~~Dr. Battle's~~ Dr. Daniels' specific Superintendent Goals for the ~~2023-24~~ 2025-26 school year.

Please rate ~~Dr. Battle's~~ Dr. Daniels' performance regarding each of these Annual Goals **and their elements** on a scale of 1 to 4 (**with 1 being Ineffective and 4 being Highly Effective**), including additional comments related to the specific goal. The relevant Minnesota School Board Association (MSBA) standards have been listed with each **goal and element**. For this year, these are the specific MSBA **elements** and standards on which ~~Dr. Battle~~ Dr. Daniels will be evaluated.

STANDARD: Communication and Community Engagement Goal (Communication and Community Relationships)

For Goal 1: Foster a culture of transparency, trust and collaboration by establishing consistent channels of communication with stakeholders and engaging the broader school community through meaningful dialogue and outreach initiatives - **Please rate the element of relationships with the Community:**

- ☐ **Highly Effective (4)** - Builds and sustains productive relationships with public and private sectors, such as local law enforcement, MSBA, MASA, etc.
- ☐ **Effective (3)** - Creates relationships with public and private sectors
- ☐ **Developing (2)** - Reluctantly seeks some relationships with public or private sectors
- ☐ **Ineffective (1)** - Has no relationships with public and private sectors and shows no interest in pursuing partnerships

Please provide evidence of progress and/or Growth to Date for Goal 1:

Additional Thoughts or Comments:

STANDARD: School District Operations Goal (Operations and Management)

For Goal 2a: Establish a facilities management plan that ensures safe, functional, and future-ready learning environments through proactive planning, transparent budgeting and stakeholder engagement and collaboration - **Please rate the element of Budget Development and**

Maintenance:

- ☐ **Highly Effective (4)** - Engages in timely budget planning and actions that consider current and long-range information and data; seeks balance to meet students' current and future needs and be fiscally responsible to community; distributes resources to meet immediate and long-range objectives
- ☐ **Effective (3)** - Engages in proactive budget actions that consider current information and data; seeks balance to meet the students' needs and be fiscally responsible to community; distributes resources in light of school district goals and immediate objectives
- ☐ **Developing (2)** - Budget development, resource allocations, and management is focused on meeting immediate needs and fiscal issues and decisions are primarily reactive to current needs of the school district
- ☐ **Ineffective (1)** - Budget knowledge is limited and the budget is developed and managed without taking into consideration current needs of the school district; resources are allocated without consideration of school district needs

Please provide evidence of progress and/or Growth to Date for Goal 2a and the element related to Budget Development and Maintenance:

Additional Thoughts or Comments:

For Goal 2b: Establish a facilities management plan that ensures safe, functional, and future-ready learning environments through proactive planning, transparent budgeting and stakeholder engagement and collaboration - **Please rate the element related to Facilities:**

- ☐ **Highly Effective (4)** -Ensures facilities management plan is in place and includes current status of buildings and need to improve facilities in the future, with projected plan to secure funding
- ☐ **Effective (3)** - Ensures facilities management plan is in place and includes current status of buildings and need to improve facilities in the future

- ☐ **Developing (2)** - Discusses facilities needs internally, but no plan is created; addresses issues on an as-needed basis
- ☐ **Ineffective (1)** - Facilities management plan is not created; maintenance is performed only when absolutely needed

Please provide evidence of progress and/or Growth to Date for Goal 2b and the element related to Facilities:

Additional Thoughts or Comments:

STANDARD: Teaching and Learning

For Goal 3: Establish a district-wide culture of collaborative leadership and instructional excellence by building trusting relationships, aligning strategic priorities and fostering continuous improvement across all levels of District One91 in the first 12 months - **Please rate the element of Staff Development**

- ☐ **Highly Effective (4)** - Ensures comprehensive staff development plan exists and aligns with school district and school specific goals and complies with law; assures staff development programs fit school district-specific plan, goals, and priorities and focus on increasing student achievement
- ☐ **Effective (3)** - Ensures staff development plan exists and is followed most of the time; assures staff development programs are based upon available opportunities targeted toward staff growth and increasing student achievement
- ☐ **Developing (2)** -A staff development plan in place, but not consistently followed; staff development programs are based upon available opportunities
- ☐ **Ineffective (1)** -No comprehensive school district staff development plan; staff development not consistently provided; staff are left responsible for their improvement

Please provide evidence of progress and/or Growth to Date for Goal 3:

Additional Thoughts or Comments:

STANDARD: Climate and Culture Goal (Ethical and Inclusive Leadership)

For Goal 4: Foster a culture of transparency, trust and collaboration by establishing consistent channels of communication with stakeholders and engaging the broader school community through meaningful dialogue and outreach initiatives - **Please rate Interactions with Staff, Students and Community**

- ☐ **Highly Effective (4)** -Assures that school district procedures and practices are systematically reviewed and revised to reflect fairness and respect for human dignity for members of school community; builds relationships with union and non-affiliated employee groups through trust and sharing appropriate information
- ☐ **Effective (3)** - Guides staff to examine school district procedures and practices for adherence to principles of fairness and human dignity; manages dynamics of union relationships
- ☐ **Developing (2)** -Frequently examines school district procedures and practices for adherence to principles of fairness and human dignity; works to make the best of union relationships
- ☐ **Ineffective (1)** -Does not examine school district procedures and practices for adherence to principles of fairness and human dignity; is unable to work with union leadership; does not work to improve relationships

Please provide evidence of progress and/or Growth to Date for Goal 4:

Additional Thoughts or Comments:
