Dr. Wehrkamp Herman's Performance Evaluation Summary
December 2025

Goal	Score	Summary Comments
#1: Improve Student Outcomes Through Data-Driven and Equitable Instruction	3.4	Dr. Wehrkamp Herman has successfully launched a well-organized district-wide intervention system, completed staff training, is implementing consistent tools, and maintaining on-schedule monitoring to build a strong foundation for enhanced student outcomes.
#2: Strengthen Teaching and Leadership Through Professional Learning	3.3	Dr. Wehrkamp Herman has laid important groundwork toward this goal by launching aligned PD sessions, initiating 5D+ walkthroughs, maintaining evaluation timelines, and planning purposeful building visits.
#3: Expland Student Pathways and Real-World Readiness	3.6	Dr. Wehrkamp Herman has strong momentum, as evidenced by thoughtful pathway planning, completion of the Xello inventories, clear course progressions, and the development of meaningful community partnerships that support real-world readiness.
#4: Implement district-wide practices that ensure emotional and physical safety	3.4	Feedback from surveys, observations, and student interviews consistently indicate that district-wide safety practices—including drills, clear expectations, and supportive adult relationships—are ensuring students feel safe across schools.
#5: Ensure Effective, Transparent, and Aligned Operations	3.6	Dr. Wehrkamp Herman has made strong progress in effective, transparent, and aligned operations, showing conservative fiscal stewardship, completion and use of the long-term financial plan, regular budget reviews, and budget bootcamps that strengthen shared understanding and strategic alignment.
General Comments		The board is very pleased with Dr. Wehrkamp Herman's transition and leadership. The board appreciates her energy, visibility, collaborative approach, effective communication, and meaningful progress across strategic priorities that position the district for continued excellence.

3.5

Scale:

1 - Did Not Meet Expectations

2 - Partially Met Expectations

3 - Met Expectations

4 - Exceeded Expectations