

**School Board Meeting:**

**June 22, 2009**

**Subject:**

Superintendent Evaluation

**Presenter:**

**Dave Wilson**

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**SUGGESTED SCHOOL BOARD ACTION:**

None required

**DESCRIPTION:**

**SUMMARY OF SUPERINTENDENT'S EVALUATION**

On May 27th, 2009, the Buffalo-Hanover-Montrose Board of Education met for a performance evaluation of Superintendent Dr. James Bauck. During the course of this meeting, board members reviewed and discussed the results of a survey of 19 administrators, 22 teachers and 20 support staff that was administered by Humanex Ventures, a Nebraska based research consulting firm.

The survey was composed of 35 items assessing Dr. Bauck in the overall themes of Purpose, Relationships and Development. The survey used a likert scale of 1-5, one meaning Dr. Bauck "rarely" exhibits the behavior and five meaning he "almost always" exhibits the behavior.

The results of the survey were as follows: In the area of Development, Dr. Bauck had an overall score of 3.72, in the area of Relationships, Dr. Bauck scored a 4.14, and, in the area of Purpose, Dr. Bauck scored a 4.64. The Board of Education was very satisfied with the results of the survey.

After reviewing the survey, the BOE asked Dr. Bauck to work towards the following goals.

- 1) Work on the goals presented to the Board
- 2) Continue a physical presence, ie...Building visits, newspaper articles, radio, and written staff newsletter.
- 3) Continue to work toward improved morale within the District.
- 4) Review Block Scheduling and financially viable options.
- 5) Look forward--with limited dollars, what will it take to keep the District alive and serving the students' best interests.
- 6) Keep the Board abreast of his vision of education. What changes should we be looking for in the future.

After much discussion, the BOE had the following comments regarding Dr. Bauck's character and ability to lead District 877.

He is a good delegator.

He is trustworthy.

He is professional

He leads by example.

Dr. Bauck had previously agreed to a pay freeze so no pay increase was recommended. The BOE agreed that in light of tight financial budgeting, no bonus would be afforded Dr. Bauck.

The overall opinion of the BOE is that Dr. Bauck is the right person to lead District 877 and his services are greatly appreciated.