

# Dr. Joey Page – Annual Review

## End of Year Evaluation Summary

On July 28<sup>th</sup>, 2025, the Austin Public School Board entered into closed session for the purpose of conducting an end-of-year evaluation of Superintendent Dr. Joey Page in regard to his 2024-2025 school year goals. Dr. Page provided evidence of performance related to his goals set for this year around communications and MDE's Culturally Responsive Leadership framework.

Clear and consistent communication is vital to an effective school system. Dr. Page presented several artifacts of evidence related to communication initiatives and performance. Dr. Page has implemented several formal communication strategies to ensure families and the community are aware of happenings within the school district. Specifically, Dr. Page provided clear evidence of highly effective skills in his view of communication as a responsibility of leadership. Board members consistently expressed that communication continues to be a strength – even with difficult conversations and information. With Dr. Page's strengths in this area, the next steps for continuing growth is to see these practices cascade across school district leadership to ensure that all feedback loops and levels of communication are consistent in messaging. The board is confident that this work will continue in building trust both within and outside of the district.

Regarding Dr. Page's second goal related to the MDE Culturally Responsive Leadership framework, Dr. Page shared that the district leadership team was appreciative of the training and professional development around this topic, given its connections with the district's strategic plan. The framework is already being applied by district and building leaders and will continue to be embedded into practices that prompt self-reflection and awareness of how our leaders can contribute to systemic change. Board members shared comments around this goal that expressed support for broad leadership development in this area. There is also an expectation to see the framework implemented transparently across the district for consistency and a shared vision for the future of the district.

In addressing both goals, Dr. Page ensured his focus for the year was centered on students and student achievement. Communication and culturally responsive leadership are key aspects of leading within a diverse community. As a learning organization, we embrace the idea that change is consistent, leading to a culture of continuous improvement and growth to remain current in addressing the needs of our students. The school board looks forward to Dr. Page's continued work and refinement of his leadership at Austin Public Schools.