

Work Session

Tuesday, September 24, 2024 6:30 pm or
directly following the Special Meeting

Dr. Matthew Prophet Education Center

501 N. Dixon St.
Portland, OR 97227

Agenda

1. Review of the Superintendent's Evaluation Template
2. School Board Self-Evaluation Timeline and Next Steps

SUPERINTENDENT EVALUATION INSTRUMENT

Superintendent Name	Dr. Kimberlee Armstrong	
Board of Directors (list members)	Julia Brim-Edwards, Michele DePass, Herman Greene, Gary Hollands, Andrew Scott, Patte Sullivan, Eddie Wang, JJ Kunsevi	
Review Period	July 1, 2024 to June 30, 2025	
Date of Review		
Reviewed by	Self [] Board of Directors []	
SECTION I. ACHIEVING GOALS		
<i>Directions: Identify your overall goals and corresponding results.</i>		
Goals	Result(s)	Rating E: exceeds expectations M: meets expectations P: partially meets expectations D: Does not meet expectations
Priority 1: Student Outcomes • Demonstrate improved student achievement via the Board Goals for Our Students - o 3rd Grade Reading - o 5th Grade Mathematics - o 8th Grade Readiness - o High School Graduation		
Priority 2: Racial Equity and Social Justice • Implement equity and cultural competency training for all district staff, starting with leadership and cascading to all employees. • Review and develop an action plan for updating or revising district policies and practices through an equity lens to ensure they support underrepresented communities.		

• Promote initiatives and programs that foster inclusivity, such as cultural awareness events and student support services.		
Priority 3: Professional Excellence and Support • Develop a diverse, high-quality, thriving workforce via targeted efforts in recruitment, support, and retention. • Develop and implement a support structure that promotes staff personal and professional well-being and success		
Priority 4: Community Engagement • Schedule and attend listening sessions with community leaders, parents, and stakeholders to build rapport and understand their perspectives. • Conduct frequent school visits to engage with students, teachers, and staff, showing a visible and active presence. • Collaborate on a comprehensive communication plan that includes regular updates via newsletters, social media, and the district's website. • Expand community engagement through structured and diverse methods such as surveys, focus groups, and informal gatherings.		

Comments: To what extent did you/the Superintendent achieve the goals for the position this past period? To what extent did you/the Superintendent do everything possible to reach the goals?

SECTION II. DEMONSTRATING COMPETENCIES

Directions: Reflect on your demonstration of the organizational core values and the competencies required in your role. The core competencies outlined below come directly from the [criteria](#) that community proposed for the superintendent.

Core Competencies and Descriptions	To what degree did you/this person demonstrate proficiency in the core competencies?
Experienced, Strategic, and Visionary Educational Leadership	
Authentic and Inclusive Leadership	
Transparent, Ethical, and Courageous Leadership	
Fiscal Stewardship and Advocacy Leadership	
Equity and Cultural Competency Leadership	

SECTION III. SUMMARY ASSESSMENT, NEXT STEPS, AND PROFESSIONAL DEVELOPMENT

Directions: Please complete the prompts below.

Overall performance rating:

- | | |
|---|---|
| ☐ Exceeds Expectations | ☐ Meets Expectations |
| ☐ Partially Meets Expectations | ☐ Does Not Meet Expectations |

Qualitative Comments:

How are you/the Superintendent performing overall?

What are the 1-3 most notable areas of strength?

What are the 1-3 areas for growth or improvement?

What are the next steps for growth or improvement in terms of your/the Superintendent's professional development?

What do you see as your/the Superintendent's future in the organization? Where do you see yourself/the Superintendent in the next 3-5 years (inside or outside of the organization)?

SECTION IV. BOARD OF DIRECTORS FEEDBACK

Directions: Superintendents: please share feedback for the Board of Directors on their work with you this year.

What is the Board of Directors doing well in their support of your work?

How could the Board of Directors support your work more effectively?

To what extent has the Board of Directors tailored their management approach to your leadership philosophy and background? How could the Board of Directors improve in this area to better personalize their approach to developing you as a leader?