

**Redmond School District  
School Board Work Session  
November 12, 2013**

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**In Attendance:** Chair AJ Losoya, Vice-Chair Ron Munkres, Directors Rick Bailey, Bob Perry, Superintendent Mike McIntosh, RSD Staff; Linda Seeberg, Kelly Richard, Trish Huspek.

Board Chair AJ Losoya called the meeting to order with a quorum of four at 6:45 p.m.

**SUPERINTENDENT EVALUATION TEMPLATE**

The purpose of the work session was to review the Superintendent Evaluation template.

Superintendent McIntosh stated that the district has an evaluation system that was used in the past. For the last month he has been researching various superintendent evaluations. The model that is presented tonight is North Carolina's evaluation that they use statewide. After reviewing the evaluation document, he found great value in the model.

This job of superintendent is interesting in the sense that the superintendent has a set of expectations and roles that are not always reflective of what we should be doing as a district. Kid's success and academics are what we should be focusing on. This document captures the role of the superintendent as a global position that manages the entire district. My job is to take responsibility for what happens in the district.

The evaluation document contains seven standards; Strategic Leadership, Instructional Leadership, Cultural Leadership, Human Resources Leadership, Managerial Leadership, External Development Leadership Micro-Political Leadership. Each of those areas and the rubric for each was reviewed with the board.

We have a Strategic plan and the board will want to know if we have met the objectives in the plan. The Strategic Plan is one indicator that will inform this evaluation metrics. This evaluation is designed to be global evaluation of a system.

We will have two check-in's during the school year. The first will be in January (summative) and a mid-year check-in during June.

There are some things that we will accomplish this year that we will never let go. There is a limit to the ability and capacity to add things but that doesn't mean we shouldn't.

Rick Bailey stated that this document bridges well year to year. "Failure isn't always a negative thing. It is an experience that we should learn from."

Superintendent McIntosh would include updates related to each of the seven areas during his Superintendent Report during board meetings. Another method to obtain "artifacts" would be to have the board members have the opportunity to speak with principals to get feedback regarding the superintendent's performance.

AJ Losoya stated that in the past Shay Mikalson spent a great deal of work and time into putting the portfolio of information together for the evaluation but I feel we failed him by not giving him the feedback he needed. Evaluations have been inconsistent, each year it has been a different form. I am a strong proponent of evaluations and we need something consistent. I would hope that Mike would be able to break it down so that

elements from this model could be used for his leadership team evaluation. An evaluation should be focused on goals and where you are going forward. If we are going to use this document, make sure that the board can get access to the items listed under documents of evidence. Just as important as the January evaluation is, the June check-up has just as much value.”

After reviewing the document board members concurred that Superintendent McIntosh should continue to make edits to the document to create a final evaluation document that will be used in January. In addition, board members will review the entire document in detail and if they have recommendations, they are to send those to Trish.

**ADJOURN**

*The work session was adjourned at 8:45pm*

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AJ Losoya, School Board Chair

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Trish Huspek, Executive Assistant