

Superintendent Evaluation

Numerical Ranking

1= Far Below Expectations 2 = Below Expectations 3 = Meets Expectations 4= Exceeds Expectations 5= Distinguished

Communication with the Board 3.66

Communication with the Public 2.66

Decisiveness 3.33

Effectiveness of Managing Administrative Team 3.66

Effectiveness of SVEA Relations 2.66

Effectiveness of Support Staff Union Relations 3.33

Developing and Executing a charter school mediation plan 3.33

How Effectively Did the Superintendent manage the district through the Pandemic 3.66

Effectiveness of Planning 2.66

Goals from Board Members

- Hands on don't retreat to office. Office is very comfortable whereas interpersonal relations are uncomfortable.
- Be decisive .
- Stay in the mainstream. A tendency to be too liberal. Let's stay the course on discipline, and other social issues. This is a blue collar town, people want blue collar policies.
- Increase number of students who attend SVSD
- Hold administration responsible for enforcing all policies as outlined in the student handbook. Work towards developing a better communication efforts across all areas of the SVSD.
- We finally see a vision and plan in Steel Valley Stronger I want to see clear execution on it
- We need to be more decisive and act quicker bring stakeholders in quickly have regular cabinet meeting with all leaders
- Make hiring decisions faster

Other Thoughts

Too slow to react to issues this year. Discipline isn't a four letter word! Counseling doesn't always work be more hard nosed towards problem students. Overall does some things well but they get over shadowed by the things I listed above.

Ed has consistently shown his passion for the SVSD. Steel Valley Stronger is a powerful theme and I'm excited to see where it takes us. There are some areas in which I feel better decision making can happen. For example, the recent attempts at filling the Middle School principal and Director of Pupil services positions were a little concerning. The middle school principal candidates that were not originally considered ended up giving us a hopeful addition to our administrative team.

Communication should be a focus as I've received consistent feedback that many important things are learned by faculty and staff after the fact.

I think we took a step back this year and had negative growth because of the hires and it stunted momentum. The hires were questioned and not well received but we told you You would be evaluated on them. This needs to be a winning year

Respectfully Submitted

A handwritten signature in black ink, appearing to be the initials 'J. B. U.' with a large loop on the left side.

President Steel Valley School Board