

June 20, 2018

Dr. Stephen W. Hefner, Superintendent
School District Five of Lexington and Richland Counties
1020 Dutch Fork Road
Irmo, SC 29063

Dear Dr. Hefner:

I am writing on behalf of the School District Five of Lexington and Richland Counties Board of Trustees to provide a summary of the Board's evaluation of your performance as Superintendent during the 2017-18 school year, based on your evaluation conducted during our meeting on June 11, 2018.

The Board concluded that you received an overall "extraordinarily exceptional" evaluation for the 2017-18 school year. In conducting your final evaluation with the District upon your retirement on June 30, 2018, the Board wishes to thank you for a job well done both during this past school year as well as during the entire eight school years you have led our District. When you arrived, you brought the stability to our District that was very much needed, and you provided outstanding leadership. Your skillset as Superintendent, in addition to your demeanor and your approach to leadership, were just what the District needed.

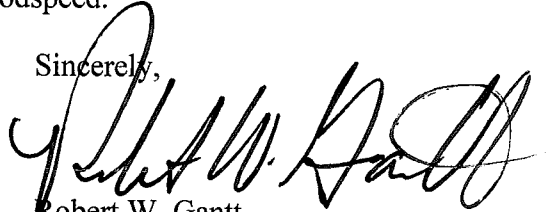
During this past school year, under your leadership, the District has continued to achieve excellence in student achievement; fill its teaching positions with highly qualified, properly certified teachers; strengthen its access to and utilization of technology to improve teaching and learning; ensure effective and efficient utilization of the District's fiscal and physical resources; reinforce its efforts to provide for the safety, emotional, psychological, and physical well-being of students and staff; and provide an effective communication system with employees, parents, students, and the community.

In summary comments, it was stated that you have always remained focused on the teachers and what goes on in the classroom. We are grateful that you are leaving the District with good leaders in place to follow you. It was stated that the mark of a good leader is to leave things better than you found them, and you have definitely done this for the District. A phrase consistently used when referring to you is that you are a man of great character and integrity. Public education looks good in our District, and is better because of your leadership. You have created an atmosphere where students can find their power and purpose. You have brought trust back to the Board, our staff, and our community.

One of your many strengths is your ability to recognize and support outstanding leaders. This has been evidenced by the fact that during your time as Superintendent, numerous District administrators received state and national awards for their leadership. This is further reinforced by all that you have done to provide the Board and District with a smooth transition to the leadership of our next Superintendent, Dr. Christina Melton.

In conclusion, we congratulate you on your extraordinarily exceptional evaluation. Thank you for your clear vision and laser focus leading School District Five of Lexington and Richland Counties to new heights. Thank you for a job well done. We wish you all the best in your retirement and wish you Godspeed.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert W. Gantt". The signature is fluid and cursive, with a large initial "R" and "W".

Robert W. Gantt
Board Chairman

c: All Board Members