

An Open Letter to the Governor Mifflin School District Community
The 2023-2024 Evaluation Summary for Dr. Lisa Hess, Superintendent

One of the primary responsibilities of a school board is the hiring and evaluation of the Superintendent. Pursuant to this responsibility and the legislation regarding annual public notice summarizing the evaluation on behalf of the Governor Mifflin School Board of School Directors, I submit the following summary:

The 2023-2024 fiscal year included the completion of Dr. Hess's inaugural year as Superintendent of Schools. Based on both quantitative and qualitative goals and a substantial amount of supporting evidence and data, we can attest to the superior results of her leadership work. This work most notably included:

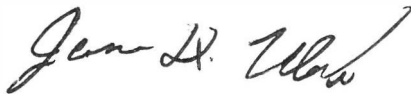
- Promoting personalized student success by thinking and planning strategically to create and sustain an organizational vision of ensuring each student is empowered to pursue their passion, purpose and path which bolsters the district mission of educating, inspiring, and empowering every student, every day.
- Promoting personalized student success by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning through the continued support and implementation of experiential learning and individualized career focused planning.
- Intentionally using data for both academic and financial planning at all levels of the school system and sharing that data with the board.
- Developing and implementing a clear, consistent, and effective evaluation compensation system for all members of the administrative team. Each administrator is required to develop a goal directly aligned to one or more of the goals of the district comprehensive plan which is measured for success by specific data and evidence collection.
- Advocating consistently throughout the year on behalf of the district to senators and representatives at the federal, state, and local levels around adequacy in funding.
- Developing professional learning to work with the board as a "Team of Ten" to set a student-focused mindset and a solid foundation of understanding to begin developing board goals aligned to the comprehensive plan.

In addition, during Dr. Hess's first year as Superintendent, she developed and implemented a districtwide Portrait of a Graduate, Portrait of a Learner, Portrait of a Leader, Portrait of an Educator, and an Instructional Framework to set the expectations for instructional relevance and excellence at all levels.

The Board, in partnership with Dr. Hess and her Administrative Team, is committed to forward planning in order to support students in improving their overall academic performance. The district will rely on multiple measures to indicate academic growth and achievement. We understand and value that there are various measures of student success, but, minimally, all of our school buildings are expected to be achieving above the state average.

It is our summary that Dr. Hess has met her goals as our Superintendent. She has been outstanding in her dedication to moving the district toward her vision of becoming a "World Class School District." She has engaged the community through various forms of communication and events such as the Superintendent Starting Line presentation, the Mustang Nation Expo, and the Budget Breakdown. As her tenure progresses, we are confident we will see our school district's performance continue to improve on an annual basis.

In Service,

A handwritten signature in black ink, appearing to read "James D. Ulrich". The signature is fluid and cursive, with a long horizontal stroke at the end.

James D. Ulrich
President, Governor Mifflin Board of School Directors