

Superintendent Evaluation, March 2025

1. GOAL AND VISION SETTING

Expectations: Superintendent assists the board with data-informed¹ goal development and takes actions necessary to accomplish these goals.

	Carlson	Day	Heimbuch	Naget	Seyer	Average
The superintendent develops and updates a district-wide strategic plan that is based on district data and the district's goals, and is aligned to meeting the student outcome goals within the guardrails.	4	3	3	3	4	3.4
Superintendent provides a monitoring calendar and regular reports to the board on progress towards the goals and guardrails.	4	4	4	4	4	4
Total out of 8	8	7	7	7	8	7.4

OVERALL RATING IN THIS CATEGORY - BASED ON TOTAL SCORE (ABOVE)

Satisfactory (5 or higher) **Unsatisfactory** (4 or lower)

Comments:

Anna does a good job of providing the Board with monitoring reports.

Anna does a great job of providing monitoring reports and I appreciate that she is always looking for ways to continually improve our students' outcomes.

2. BOARD RELATIONS

Expectations: Superintendent carries out roles and responsibilities as assigned by the board and takes steps to assist the board with understanding and executing its role. Superintendent has the board's confidence.

¹ District data include student assessment results, student achievement indicators (e.g., remediation, attendance, graduation, and college placement rates), demographic data, economic reports, staff satisfaction surveys, aggregated results from staff evaluations, and facility/equipment reports.

a. Is superintendent's focus on policy implementation and overseeing district operations? Does the superintendent take steps to ensure that the board's primary focus is goal setting and policy adoption?

	Carlson	Day	Heimbuch	Nagel	Seyer	Average
Board agenda, as set by the board president and superintendent, prioritizes monitoring progress towards student outcome goals and uses a consent agenda.	4	3	4	4	4	3.8
Superintendent executes all roles and responsibilities in the job description and in policy and reports to board on policy implementation and amendments as needed.	4	3	4	4	3	3.6
Total out of 8	8	6	8	8	7	7.4

b. Does the superintendent serve as an organized, informed, and responsive resource for the board?

	Carlson	Day	Heimbuch	Nagel	Seyer	Average
Superintendent ensures that board packets contain information necessary for board decision making and submits meeting packets to board at least 7 days prior to board meetings and no changes are made to the agenda packet within 3 days of the meeting or during the meeting.	4	3	4	4	3	3.6
Superintendent or designee responds to board questions within 24 hours during work days, and information provided to one board member is provided to all board members.	4	3	4	3	3	3.4
Total out of 8	8	6	8	7	6	7

c. Does the superintendent have the confidence of the board?

	Carlson	Day	Heimbuch	Nagel	Seyer	Average
Superintendent complies with state and federal law.	4	4	4	4	4	4
Superintendent complies with guardrails and theory of action.	4	4	4	4	4	4
Superintendent upholds the ESPB Professional Code of Conduct. (See www.nd.gov/espb/profpractices/ethics.html)	4	4	4	4	4	4
Total out of 12	12	12	12	12	12	12

Total Score #2

Carlson	Day	Heimbuch	Nagel	Seyer	Average
28	24	28	27	25	26.4

OVERALL RATING IN THIS CATEGORY - BASED ON TOTAL SCORE (ABOVE)

Satisfactory (17 or higher)

Unsatisfactory (16 or lower)

Comments:

I think Anna has a great relationship with the board. She is open, honest, and has a growth mindset.

I think Anna has a good relationship with the board. She is always very responsive to questions, and I believe she has improved on sharing information requested by one board member with all board members.

Anna has put in many hours guiding our board committee's policy diet; her knowledge of policies and attention to detail has been invaluable.

3. CURRICULUM AND STUDENT SUPPORT SERVICES

Expectations: Superintendent oversees the development, review, and implementation of academic and support programming that fosters the growth and success of all district students.

	Carlson	Day	Heimbuch	Nagel	Seyer	Average
Superintendent presents the board with scheduled progress monitoring of student achievement and post-secondary preparation as measured by the board's goals, to help identify curricular needs and inform the district's strategic plan.	4	3	3	3	3	3.2
Total out of 4	4	3	3	3	3	3.2

OVERALL RATING IN THIS CATEGORY - BASED ON TOTAL SCORE (ABOVE)

Satisfactory (3 or higher)

Unsatisfactory (2 or lower)

Comments:

As we continue with Be Legendary and develop a district strategic plan, I believe this will fall into place.

Just missing the strategic plan piece. I know that this is coming as we continue down the Be Legendary path.

4. OPERATIONS AND RESOURCE MANAGEMENT

Expectations: Superintendent efficiently and prudently oversees school district finances and facilities, equipment, and supplies; operational decisions are aligned with the district's goals and strategic plan.

a. Does the superintendent take appropriate steps to ensure that school facilities, equipment, and supplies meet the needs of students and staff?

	Carlson	Day	Heimbuch	Nagel	Seyer	Average
Superintendent has developed, or assisted the business manager with developing, a deferred maintenance plan for school buildings and a transportation replacement plan for the school fleet, that is provided to the board.	4	3	4	4	3	3.6
Superintendent views a risk management assessment annually to determine facilities and equipment that need repair and provides a report to the board.	4	3	4	3	3	3.4
Total out of 8	8	6	8	7	6	7

OVERALL RATING IN THIS CATEGORY - BASED ON TOTAL SCORE (ABOVE)

Satisfactory (5 or higher) **Unsatisfactory** (4 or lower)

Comments:

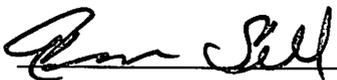
Anna has done a good job working on a transportation replacement plan. She is aware of the problem areas within the facilities.

Anna responded to the board's request for a transportation replacement plan.

General comments:

I am pleased with the way Anna has helped us in the Be Legendary journey and turning our main focus to the learners. The reason we are all here is because we want to see our learners have success in their education and be prepared for life after school, and I believe that with Anna leading the charge we will continue to see success.

All board members rated Superintendent Sell 'Satisfactory' in all areas.



Anna Sell, Superintendent



Monica Heimbuch, Board President

3/14/2025

Date