

## **An Open Letter to the Governor Mifflin School District Community The 2024-2025 Evaluation Summary for Dr. Lisa Hess, Superintendent**

One of the primary responsibilities of a school board is the hiring and annual evaluation of the Superintendent. In accordance with this responsibility—and pursuant to legislation requiring annual public notice summarizing the evaluation—on behalf of the Governor Mifflin School District Board of School Directors, I submit the following summary of the evaluation for Dr. Lisa Hess, Superintendent of Schools.

The 2024–2025 school year marked the completion of Dr. Hess’s second year in the role of Superintendent. Based on the successful achievement of both quantitative and qualitative goals, and supported by a substantial body of evidence and data, the Board affirms that Dr. Hess has demonstrated exceptional leadership. Her accomplishments during the evaluation period include, but are not limited to, the following:

- **Mission, Vision, and Values Alignment**

Dr. Hess has continued to establish and promote the district’s mission, vision, and core values. These foundational elements have been clearly communicated and consistently reinforced in presentations to staff, the Board, and the community. They have been widely embraced by students, staff, families, and stakeholders throughout the district.

- **Data-Driven Goal Setting and Monitoring**

All district goals and objectives have been directly aligned to the Comprehensive Plan and measured through multiple data sources. Dr. Hess has provided the Board with regular updates on student assessment scores and progress, ensuring transparency and accountability.

- **Administrator Evaluation and Compensation System**

A clear, consistent, and data-informed evaluation and compensation framework has been developed and implemented for the administrative team. Each administrator is required to develop a goal aligned with one or more priorities of the district’s Comprehensive Plan, with progress measured through specific, evidence-based metrics.

- **Legislative Advocacy**

Dr. Hess has been a consistent and vocal advocate for the district, engaging with legislators at the federal, state, and local levels to promote equitable and adequate education funding.

- **Board Relations and Governance Collaboration**

She has worked closely with the Board to develop policies and practices that foster a productive and effective governance-administration relationship. Dr. Hess demonstrates a strong understanding of the distinctions between governance and administration and skillfully implements Board policy through her leadership role.

- **Operational Management**

Dr. Hess has effectively led the management of district operations, ensuring resources—both fiscal and technological—are allocated efficiently. She prioritizes aligning organizational time and effort with district goals to support effective operations.

In addition to these efforts, Dr. Hess collaborated with the Board during her second year to develop the *Portrait of a Board Member*—a guiding document that supports the Board’s commitment to student-centered decision-making and strengthens the work of the “Team of Ten.”

Looking ahead, the Board, in partnership with Dr. Hess and her administrative team, remains dedicated to strategic planning that supports continuous academic improvement. While the district values a broad range of indicators for student success, it remains a goal that all school buildings perform above the state average in academic achievement.

In summary, the Board concludes that Dr. Hess has successfully met her goals as Superintendent. She has established a clear and inspiring vision for the district and remains steadfast in her commitment to ensuring that every student has access to a high-quality education. Dr. Hess continues to engage the school community through various communication platforms, including her *Summed Up with the Superintendent* video series, the *Superintendent’s Starting Line* presentation, the *Mustang Nation Expo*, and the *Budget Breakdown* event.

As Dr. Hess’s tenure continues, the Board is confident in her leadership and optimistic about the district’s ongoing progress and performance in the years to come.

In Service,

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

Dr. Lisa Peterson  
President, Governor Mifflin Board of School Directors