

Superintendent Evaluation, February 2026

1. GOAL AND VISION SETTING

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

	Heimbuch	Kelly	Naget	Rosendahl	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	4	4	4	3	3.8
Superintendent provides a monitoring calendar and regular reports to the board on progress towards the goals and guardrails.	4	4	4	4	3	3.8
Total out of 8	8	8	8	8	6	7.6

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

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

Comments:

Anna consistently demonstrates a strong commitment to the best interests of students. She clearly communicates goals and guardrails and explains them effectively during our meetings.

Mrs. Sell is very thorough in her reports to the board on goal progress measures. And any questions that are asked are answered with well thought out answers.

Mrs. Sell is Highly effective in Goal and Vision setting, all goals are data informed and match the vision of the board.

Superintendent Sell approaches everything with our goals in mind. She does a great job of identifying areas of growth or change.

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?

	Heimbuch	Kelly	Nagel	Rosendahl	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	4	4	4	4	4
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	4	4	4	3	3.8
Total out of 8	8	8	8	8	7	7.8

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

	Heimbuch	Kelly	Nagel	Rosendahl	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	4	4	4	3	3.8
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	4	3	4	4	3.8
Total out of 8	8	8	7	8	7	7.6

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

	Heimbuch	Kelly	Nagel	Rosendahl	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

Heimbuch	Kelly	Nagel	Rosendahl	Seyer	Average
28	28	27	28	26	27.4

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

Satisfactory (17 or higher) **Unsatisfactory** (16 or lower)

Comments:

Mrs. Sell is very responsive to correspondence and generally do not have to wait long for an answer. I am not sure how we know if information provided to one board member is provided to all board members and that is the only reason for the rating of 3 in that category. I have complete confidence her her leadership.

Mrs. Sell keeps the board organized, informed and is responds very quickly to any questions that I may have, she has my full confidence.

The superintendent ensures the board is taking appropriate steps while maintaining a strong focus on policy development and goal setting.

Anna is exceptionally well organized and responsive, consistently answering questions within 24 hours. During meetings, she provides clear and thoughtful responses to strategic inquiries, supporting informed decision-making.

Anna serves as an excellent role model and consistently adheres to a high standard of professional conduct. She respects established guardrails and ensures compliance with applicable laws and expectations governing board members and district operations.

Superintendent Sell has my complete confidence in her ability to successfully carry out her role as superintendent of Oakes Schools

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.

	Heimbuch	Kelly	Nagel	Rosendahl	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	4	4	4	3	3.8
Total out of 4	4	4	4	4	3	3.8

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

- Satisfactory (3 or higher)**
- Unsatisfactory (2 or lower)**

Comments:

Anna regularly communicates progress updates, clearly indicating whether the district is on track or requires additional focus in specific areas. She provides thorough explanations of each goal and its associated progress measures.

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?

	Heimbuch	Kelly	Nagel	Rosendahl	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	4	4	4	3	3.8
Superintendent views a risk management assessment annually to determine facilities and equipment that need repair and provides a report to the board.	4	4	3	3	3	3.4
Total out of 8	8	8	7	7	6	7.2

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

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

Comments:

Superintendent Sell continues to focus on reaching our goals. She does a great job of identifying areas of strength and of growth and makes adjustments to ensure the best education and opportunities for our students.

Anna demonstrates strong commitment to ensuring school facilities are well maintained and provide a safe, welcoming environment for students. She works to ensure all operational standards are met so students can learn comfortably and effectively.

Mrs. Sell has done an excellent job overseeing the school district's finances, facilities, equipment and supplies.

I am grateful that we undertook the Be Legendary governance model with Mrs. Sell as our superintendent. I believe that the work was made easier with her knowledge and willingness to help us change our focus as a board to the student outcomes.

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

Anna Sell, Superintendent

Monica Heimbuch, Board President

Date