*Highline Public Schools Board Action Report*

DATE: June 22, 2026

**FROM:** Dir. Van, School Board President

LEAD STAFF: N/A

**For Introduction**: July 1, 2026 For Action: July 1, 2026

**I.TITLE** Approval of Dr. Ivan Duran's 2025-26 Superintendent Evaluation

Select one: ☐ New Item ☐ Renewed Item ☒ Annual Item ☐ Revised Item

**II. WHY BOARD ACTION IS NECESSARY**

As the governing body with the authority to employ a Superintendent, it is the responsibility of the Board to annually evaluate him.

**III. BACKGROUND INFORMATION**

On March 16, 2022, the Highline School Board unanimously voted to enter into an employment contract with Dr. Ivan Duran to be Highline's Superintendent. The Board extended Dr. Duran's contract in June 2024 for an additional two years and then extended again in 2025. The current contract ends on June 30, 2028. Per the Superintendent's contract, the Superintendent's performance must be evaluated not less than annually as required by Board Policy, upon criteria as developed by the Board in consultation with the Superintendent, and in compliance with state law.

Per Policy 1630, the Board shall establish evaluative criteria and shall be responsible for evaluating the performance of the Superintendent as provided by statute. In addition, Board Procedure 1630BP states that the Superintendent shall be evaluated using the Washington Standards-Based Superintendent Framework, and that each year the Board and Superintendent shall mutually agree on the focus themes for the year from within the framework. The Board approved the 25-26 Superintendent Evaluation Focus Themes on September 3, 2025:

1) Standard 1, Theme E: Develops explicit strategies and processes to study and improve the district's capacity to improve;

2) Standard 2, Theme C: Works to reduce opportunity and achievement gaps;

3) Standard 7, Theme B: Effectively manages fiscal resources in accord with board priorities and instructional improvement; and

4) Standard 8, Theme E: Provides necessary support for effective board decision-making.

Board Procedure 1630BP further states that a written evaluation shall be presented to the Superintendent and that the Board shall provide evaluative feedback to the Superintendent regarding what the superintendent is doing well and also areas of improvement or focus.

The Washington Standards-Based Superintendent Framework includes a rubric with rating options of Unsatisfactory, Basic, Proficient, and Distinguished. The proposed evaluation attached to this board action report includes a rating for each of the 25-26 Superintendent Evaluation Focus Themes, as well as indicates an overall rating of Proficient for Dr. Ivan Duran for the 25-26 school year.

Introduction and Action at the same meeting is in the best interests of the district.

**IV. RECOMMENDED MOTION**
I move the Highline School Board approve the attached 2025-26 annual superintendent evaluation for Dr. Ivan Duran.

**V. FISCAL IMPACT/REVENUE SOURCE**
The fiscal impact of this motion is N/A.

The revenue source for this motion is N/A.

Expenditure: ☐ One-time ☒ Annual

**VI. APPLICABLE POLICY(S)**
This action is in compliance with the following:

Policy No. 1630, Evaluation of the Superintendent, "The board shall establish evaluative criteria and shall be responsible for evaluating the performance of the superintendent as provided by statute."

**VII. ALTERNATIVES**
The alternative to approving this motion is for the Board not to approve the proposed evaluation, continue conversations, and the Board President bring a different evaluation before the Board for approval.

**VIII. COMMUNITY ENGAGEMENT**
Community Engagement Required: ☐ Yes ☒ No

**IX. ATTACHMENTS**

Attachment 1: 2025-26 Annual Superintendent Evaluation for Dr. Ivan Duran (for approval)

# Superintendent Evaluation Executive Summary (2025–26)

## Overall Rating: Proficient

The Board recognizes Dr. Ivan Duran's leadership during the 2025–26 school year as effective and impactful. Throughout the year, he demonstrated a strong commitment to continuous improvement, operational excellence, and advancing the district's strategic priorities while maintaining focus on long-term sustainability and student success.

Dr. Duran led important work to improve student outcomes through strategic plan refinement, strengthened Multi-Tiered Systems of Support (MTSS), and increased organizational alignment. The Board appreciates his willingness to proactively hold himself accountable, seek feedback, and take action to address challenges while working to strengthen systems and prevent similar issues from recurring.

The Board also recognizes Dr. Duran's commitment to building and strengthening relationships with students, staff, families, community partners, and Board members. His visibility in schools and throughout the community, along with his accessibility and responsiveness, demonstrated a genuine commitment to understanding and supporting the needs of the Highline community. The Board also appreciates his support in helping Board members remain connected to the work taking place across the district.

In the areas of operations and fiscal management, Dr. Duran demonstrated distinguished leadership. Budget reductions were implemented thoughtfully and strategically while maintaining a focus on the district's long-term financial stability and sustainability. His leadership helped ensure the district remained responsive to immediate challenges while preserving its ability to meet future needs.

The Board recognizes continued improvement in communication and responsiveness through regular updates, follow-through, and a collaborative approach to leadership. As the district moves forward, there is an opportunity to further strengthen proactive communication regarding emerging issues and implementation efforts, while ensuring alignment of information across schools, central office leadership, and the Board.

**Areas of Continued Focus**

- Demonstrating measurable academic growth and student achievement outcomes
- Strengthening the use of performance measures, including Objectives and Key Results (OKRs)
- Providing regular and transparent progress updates to the Board and community
- Continuing to strengthen proactive, timely, and aligned communication across the organization

**Conclusion**

The Board recognizes Dr. Duran's leadership during the 2025–26 school year as resulting in meaningful progress in student learning, strategic plan refinement, fiscal stewardship, operational effectiveness, and community engagement. His performance reflects strong and effective leadership, a commitment to collaboration, and a focus on continuous improvement.

Overall, the Board finds that Dr. Duran has met the expectations of a Proficient Superintendent and has demonstrated strong leadership in advancing the Highline Promise and serving the Highline community. The Board

looks forward to continued progress in demonstrating measurable academic outcomes, increasing transparency around results, strengthening performance monitoring, and building on the strong foundation established this year.

*JOE VAN, Board of Directors, President*

Date