

HANOVER SCHOOL DISTRICT 28
SUPERINTENDENT EVALUATION
May 2016 – April 2017

The following is a summary rating of the performance of the Hanover School District Superintendent from May 2016 through April 2017. The categories listed are in the Superintendent's job description in addition to the goals determined by the Board of Education.

Each Board Member has reviewed the evidence of accomplishments presented by the Superintendent and evaluated the Superintendent over the above mentioned period of time. The Board, as a governing body, summarized all the information and completed the evaluation document and discussed it with the Superintendent.

The following are key points of strength's and areas for improvement as developed by this governing body:

1. Performance in fulfilling adopted district objectives:

Dr Schmidt continues to demonstrate extreme success as he has met all board and superintendent agreed goals as follows:

1. Continue to develop and strengthen community relations. The community staff and students have worked collaboratively on areas such as strategic planning process, budget preparation processes and general feedback on major issues.
2. Increase student academic achievement and growth. The movement of our elementary school upward in the SPF and the award of Center of Excellence by the state for the Jr/Sr High are prime examples of the incredible leadership of Dr. Schmidt.
3. Complete and implement the District Strategic Plan. This has been a dedicated effort and the District is off to a sound start thanks to the dedicated efforts of Dr. Schmidt. Although community support is not optimal, it is not due to administration attempts to build support. It is purely due to the lack of interest within the community as whole. He is working diligently to build community relationships and increase participation.
4. Complete and publish district communication plan. This plan was recently established, approved by the board and implemented. It has opened many channels of communication and information is readily and easily available to all stakeholders.
5. Recruit and retain quality staff. This area continues to be a strength. By virtues of location and low salaries, Hanover has extreme difficulty in attracting candidates hence when turnover occurs, recruitment is difficult. The continuing saga of low salaries and increased benefits make our district non-competitive with the entire front-range. Dr. Schmidt strives to move the District forward in these areas but as budgets decline, it more difficult to accomplish. He has however, implemented evaluation processes that have identified weak areas for staff

members and is working to enhance the performance of these individuals or assist them in relocation.

2. Fiscal management of the district:

This continues to be an area of exceptional performance. Dr Schmidt followed the budget process as mandated by CDE and statute with great success. He has had to make many difficult decisions in the prioritization of fund expenditures but should strive to more effectively advise and receive permission from the board in all budget actions. This includes ensuring the Board is advised of out of the ordinary expenditures. He strives to bring all stakeholders to the budget table by holding Budget open houses for community and staff feedback . He ensures he is constantly aware of state legislative implications on district budget and communicates those trends effectively to the Board and staff.

3. District planning responsibilities:

Dr Schmidt has done an exceptional job and gone to great lengths to include staff in a collaborative effort while exercising the duties and responsibilities as directed by the Board.

4. Supervision and evaluation of district personnel:

Dr Schmidt continues to demonstrate extreme success in this area. For example, using the appropriate chain of command and his reflecting back on the "process" is a great leadership skill. He has implemented the use of the RANDA system to effectively evaluate staff and move even the most recalcitrant. Dr. Schmidt has had to make some difficult decisions on staffing that were necessary and supported by the Board. This clearly demonstrates his ability to make tough and unpopular decisions putting forth the welfare of students ahead of all else. This is extremely commendable.

Board members have expressed concerns over the supervision of direct-reporting subordinates. This is evidenced by the need and necessity to hire a dean of students and the lack of consistency in consequences administered by these direct-reporting subordinates.

Last several board members feel that the posting of Board packets does not always occur in a timely manner.

5. Board Relationships:

The majority of the Board feels that Dr. Schmidt has an outstanding relationship with the board. He communicates effectively and goes out of the way to ensure we understand all that is necessary for the Board to accomplish its duties. His door is always open and he continually requests reflection and feedback on new ideas.

Final notes:

In general, Dr. Schmidt continues to demonstrate that he is an exceptional Superintendent. His performance is outstanding. He is a person of honor and integrity who instills the same in those around him. He is not afraid to make tough decisions and stands by those decisions. His vision for excellence in all we do is communicated at all levels and is the guiding premise in all we do.