

**PORT TOWNSEND SCHOOL DISTRICT NO.50  
SUPERINTENDENT PERFORMANCE EVALUATION  
2016-2017 SCHOOL YEAR**

Superintendent: John Polm

Director: Nathanael O'Hara (board chair)

Date: June 26, 2017

<b>Standard 1 – Visionary Leadership:</b> The superintendent is an educational leader who improves learning and achievement for each student by leading the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by school and community stakeholders.	
<b>Strand 1 – Advancing a district-wide shared vision for learning.</b> The Superintendent...	
<b>Themes</b>	<b>Performance Rating</b>
A. Builds commitment to the vision and mission.	Proficient
B. Develops strategies to implement the vision.	Proficient
C. Holds board and staff mutually accountable for striving toward the vision.	Proficient
D. Aligns district procedures and practices with the vision.	Basic
E. Uses the vision as an indicator of progress.	Basic

**Comments:**

Area's of strength:

- In John's first year as superintendent, he did a great job in laying the foundation for visionary leadership. He worked with his team to bring the district's strategic plan to the board for adoption and is authentically looking at the areas that the district can improve in the future.
- He has strong communication with the board and his administrative team (calling board members before meetings, lunches, etc.).
- I appreciate getting input from stakeholders on the district priorities and using these priorities in the budgeting process.
- Ability of John to focus the myriad of parts into a working system.