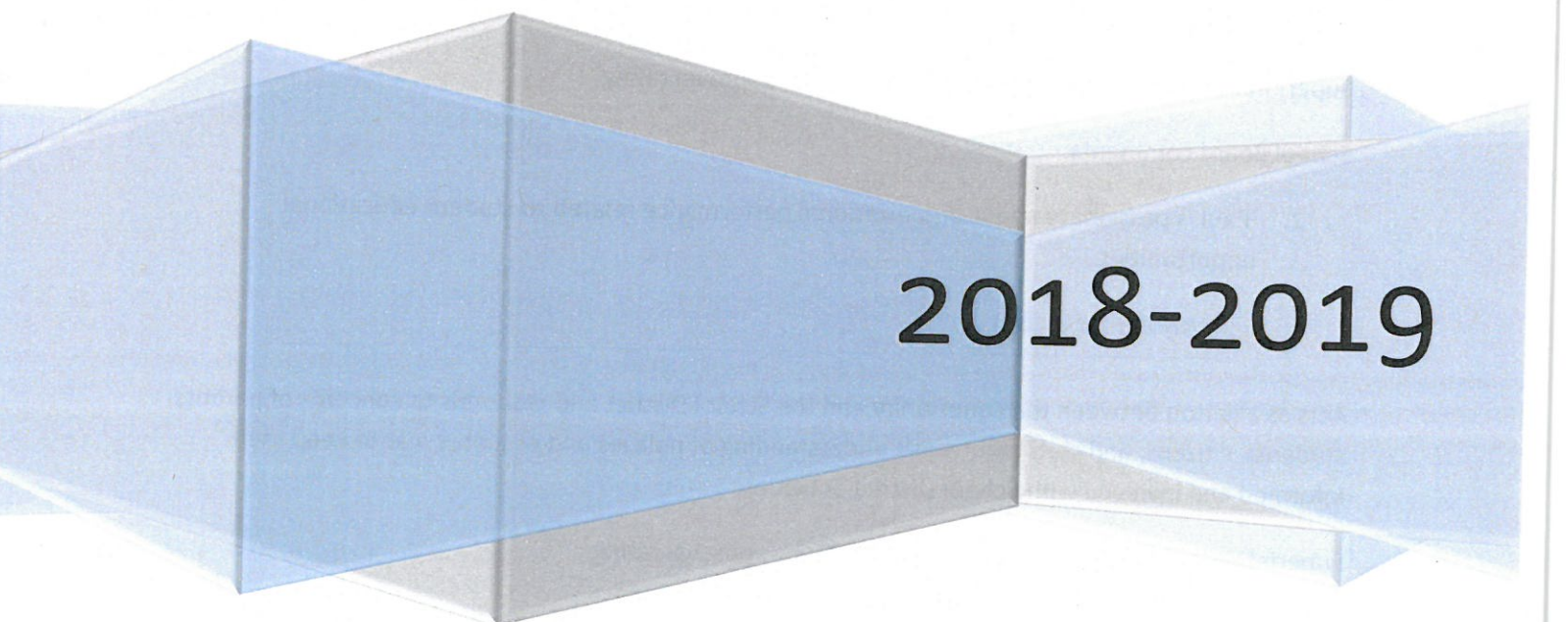


**Verndale Public School**

## **Superintendent Evaluation Summary**

**Paul Brownlow, Superintendent**

**School Board Members: Marcus Edin, Bill Blaha, Chris Youngbauer, Scott Veronen, Shyla Hess and Tony Stanley**



**2018-2019**

## *Summaries of Individual Performance Areas.*

### *Performance Area 1.*

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Provides leadership for the School District's educational programs, staff development programs, and curriculum development to provide the best possible learning environment for the students.

Mr. Brownlow achieved a 97.5% approval rating.

School Board comments: None

### *Performance Area 2.*

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Informs and advises the School Board about programs, practices, and problems of the school district and keeps the School Board informed of the activities operating under the School Board.

Superintendent Paul Brownlow achieved a 95.6% approval rating.

School Board comments:

1. Paul does a great job of keeping us informed and is prompt to answer any questions we may have.
2. Paul is very transparent with his board communications and provides timely information updates as appropriate.

### *Performance Area 3.*

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Explains the educational needs of the School District to the School Board, recommending necessary new or revised policies and staff changes for School Board action.

Superintendent Paul Brownlow achieved a 97.3% approval rating.

School Board comments:

1. Paul is passionate about organizational performance related to student educational opportunities.

### *Performance Area 4.*

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Acts as a liaison between the community and the School District and responds to concerns of parents, students, citizens, and staff to increase understanding of policies and practices and to keep them informed and involved with School District activities.

Superintendent Paul Brownlow achieved a 98.3% approval rating.

School Board comments:

1. Paul is a great organizational represented and is careful to articulate clear and accurate messaging.

*Performance Area 5.*

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Oversees all financial operations of the School District and prepares, presents, and recommends the various budgets to the School Board.

Superintendent Paul Brownlow achieved a 98% approval rating.

School Board comments:

1. Paul is very engaged with our finance committee and is diligent to maintain accuracy with our budget projections and accounting oversight.

*Performance Area 6.*

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Interprets employee proposals for the School Board and recommends adjustments of employee policies and salary structures.

Superintendent Paul Brownlow achieved a 100% approval rating.

School Board comments:

1. Paul is careful to understand board negotiations position and consistently represents the district according to those criteria.

*Performance Area 7.*

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Institutes and updates a comprehensive strategic planning process, including short-term and long-term planning, School District goals, and instructional goals.

Superintendent Paul Brownlow achieved a 95.3% approval rating.

School Board comments: None

*Performance Area 8.*

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Establishes and maintains good relationships with agencies and personnel outside the School District to promote the best interests of the School District through contact with legislators, other superintendents, local governmental leaders, etc.

Superintendent Paul Brownlow achieved a 98.7% approval rating.

School Board comments:

1. Paul is active in all areas of agency interactions.

*Performance Area 9.*

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Maintains and improves effective School Board-Superintendent relations by periodically reviewing and upgrading performance through seminars and training sessions.

Superintendent Paul Brownlow achieved a 94% approval rating.

School Board comments: None

*Performance Area 10.*

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Delegate's responsibility and authority to School District employees as appropriate, defines the authority and responsibilities of department supervisors, and effectively evaluates them.

Superintendent Paul Brownlow achieved a 95.6% approval rating.

School Board comments:

1. Paul is a great Superintendent and we appreciate the hard work he does for the district.

*Summary of Evaluation:*

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Superintendent Paul Brownlow achieved a 97% approval rating. Mr Brownlow meets and or exceeds our expectations.

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Marcus Edin  
Chairman of the Board

\_\_\_\_\_  
Date

\_\_\_\_\_  
Paul Brownlow  
Superintendent

\_\_\_\_\_  
Date