

# **Molalla River School District 2026 Superintendent Evaluation**

## **NARRATIVE SUMMARY**

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The Molalla River School District Board is required by Board Policy CBG and the Superintendent's Contract to evaluate the Superintendent annually based on certain standards and criteria set out in District documents. The MRSD Board has now completed its 2025-26 annual Superintendent evaluation. Superintendent Tony Mann is completing his 14<sup>th</sup> year as Superintendent at MRSD. The requirement for Superintendent evaluation is a responsibility of the whole Board collectively and not a review by individual Board members. This evaluation reflects the Board's view collectively.

### **Feedback from Leadership Team**

As a part of the 2025-26 Superintendent's evaluation information was collected (360° feedback) from selected leadership groups about the performance of the Superintendent. In a portion of that 360° feedback the Superintendent's performance/effort regarding the Board Priorities (Goals) using a sliding scale response for the group instead of the 5-point rating scale used for other ratings. The responses for the 2026 Goals in terms of percentage of effort/performance are as follows:

**STUDENTS** - MRSD will foster a safe, welcoming learning environment where all students are supported in reaching their goals for academic and future success through individualized and shared learning experiences. – 80%

**FACILITIES** - MRSD will continuously maintain, improve, and upgrade all facilities and equipment to ensure safe, accessible, and engaging student environments. – 77%

**RESOURCES** - MRSD will be fiscally responsible and transparent in the management of all resources. – 85%

**COMMUNICATION** - MRSD will proactively communicate in a meaningful, timely manner to enhance the overall educational experience. – 71%

**PARTNERS** - MRSD is committed to providing a welcoming environment for all parents/caregivers to participate in their student's education and will collaborate with community partners to expand student experiences. – 78%

STAFF - MRSD is committed to developing and supporting all staff members, as well as retaining and recruiting diverse professionals who are focused on positive student outcomes. – 83%

### **Board's Summary of Superintendent Performance**

The Board's average ratings for each of the Standards for the Superintendent's performance based on a 5-point scale for the 2025-26 cycle alongside similar ratings for the past four years were:

|                                       | <u>2022</u> | <u>2023</u> | <u>2024</u> | <u>2025</u> | <u>2026</u> |  |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|--|
| No. 1 – Curriculum and Instruction    | 3.93        | 3.74        | 4.11        | 3.64        | <b>4.06</b> |  |
| No. 2 – District Culture              | 3.92        | 3.95        | 4.08        | 3.96        | <b>4.16</b> |  |
| No. 3 – Priorities/Goals              | 3.82        | 4.04        | 3.96        | 4.12        | <b>4.12</b> |  |
| No. 4 – Leadership                    | 4.20        | 3.91        | 4.07        | 3.98        | <b>4.01</b> |  |
| No. 5 – Communications & Comm. Rel.   | 3.60        | 3.98        | 4.33        | 4.18        | <b>4.11</b> |  |
| No. 6 – Organizational & Fiscal Mgmt. | 4.17        | 4.08        | 4.14        | 4.10        | <b>4.17</b> |  |
| No. 7 – Human Resources Management    | 4.01        | 3.87        | 3.90        | 3.92        | <b>3.89</b> |  |

Overall, the Board's collective numerical view of the Superintendent's performance is about the same as last year in most of the Standards with some slightly up or slightly down in a numerically insignificant amount hovering around an average rating of Excellent (4.0). The range of averages for the Standards is from 3.89 to 4.17. The lowest average rating was for Standard No. 7 – Human Resources Management at 3.89 and the highest average rating was for Standard No. 6 – Organizational & Fiscal Management at 4.17. Notably, all average ratings for all Standards are in a very tight range. When compared to the ratings in 2025, the most improvement was shown in Standard No. 1 – Curriculum & Instruction moving upward from 3.64 to 4.06.

### **Conclusion**

This Superintendent evaluation cycle for 2025-26 included information collection from 360° feedback questionnaires submitted to selected leadership groups to assist the Board with its preparation for the evaluation. Generally, the results from the 360° feedback were very supportive of the Superintendent. The Board Members also included their own observations when completing their online evaluation worksheets. The results from individual Board Member worksheets show that the Superintendent's performance for 2025-26 was about the same as last year with no real drop-off or significant improvement in all Standards. A possible minor exception might be the improvement in Standard No. 1 – Curriculum & Instruction. Making some good leadership hires was also observed. Improving the evaluation system remains a continuing issue.

Individual Board members submitted Comments about each of the Standards but did not yield any notable trends. However, a couple of the Comments deserve mention. Student / School Scorecards have been implemented. Dr. Mann keeps the Board informed about progress toward implementation of the Studer model and it seems to be improving student achievement. The monthly facilities report is helpful for the Board's understanding of facility needs and progress for implementation of the bond. A sizeable uptick in donations for the Sports Complex is noted. Dr. Mann receives kudos for recent leadership hires, especially Andrea Watson in communications. The financial audit report was solid. One Board member summarized Dr. Mann's performance during this evaluation cycle saying, "In all categories overall, Dr. Mann has shown himself to be a trustworthy and talented leader."

In summary, we as a School Board are committed to partnering with Dr. Mann to further improve and grow the District for our students, parents, employees, and community. Improving student success is a high priority and he is focused on a plan to get us there. He is making steady progress on the District's Priorities (Goals) and we have seen numerous successes again this year. We have continued to build a leadership team for the District that makes us proud. We are pleased to have Tony as our Superintendent and look forward to a continued successful future.