

Superintendent Annual Evaluation Summative Statement

Superintendent: Mr. Jason Kjos

Closed Session held June 18, 2026 at 8:00 pm

Board Members Present: Katie Howard, Andrea Haverinen, Dave Treinen, Cherie Peterson, Sara Makela, Julia Kicker, and Jason Kjos

The Menahga School Board evaluated the performance of Superintendent Jason Kjos for the 2025-2026 school year. The evaluation included the following areas: operational efficiency, communication and preparedness, leadership and relationships, and implementation of the district's strategic plan. Each category was rated using a numeric rating scale.

Mr. Kjos' highest scores were reflected in his ability to align the district with the strategic plan, being fiscally responsible, and effectively communicating district news. The Board recognized positive growth in communication with staff and public, as well as improved staff attendance. Comments worth noting include, "the respect you've given the board we appreciate" and "He has been an asset to our district."

The areas receiving the lowest scoring ratings included work environment, informed decision-making, and staff morale. The school board would appreciate more background information behind decisions and would like to see him "foster confidence" with staff so that everyone can feel informed, supported and prepared.

The annual review is input for development and growth and Mr. Kjos was receptive to the Board's recommendations and feedback. Looking ahead, the School Board will continue to monitor progress, identify opportunities for growth, and support Mr. Kjos in his focus areas and goals.

Respectively Submitted,

Katie Howard

Board Chair