



# Superintendent Evaluation Summarization

Floodwood School ISD 698

Superintendent: Sue Hoeft

Year: 2025-2026

## Superintendent Annual Goal # 1

- Goal Statement: Monitoring Facilities project and budget

## Superintendent Annual Goal # 2

- Goal Statement: Clear, consistent and transparent communication on district operations, policies, finance and student outcomes.

## Superintendent Annual Goal # 3

- Goal Statement: Superintendent will establish a fiscally responsible budget for the school district
- Board Goal: Retain/Increase Student Enrollment

## **Overall End of Year Summative Evaluation**

| Place one check in each row for each goal and one check for overall rating. |   |                   |                   |                     |
|---|---|-------------------|-------------------|---------------------|
|   | 4   | 3                 | 2                 | 1                   |
|   | Distinguished                             | Accomplished      | Satisfactory      | Unsatisfactory      |
| Annual Goal #1  | X X X                                     | X X               |                   |                     |
| Annual Goal #2  | X X X                                     | X                 | X                 |                     |
| Annual Goal #3  | X X X                                     | X X               |                   |                     |
| Overall Rating  | 4<br>Distinguished<br><b>OVERALL: 3.5</b> | 3<br>Accomplished | 2<br>Satisfactory | 1<br>Unsatisfactory |

A. In regard to the listed goals, which best illustrates the Superintendent's greatest strength.

- Superintendent Hoeft's greatest strengths are her communication, leadership, and ability to identify district needs and implement effective systems and solutions. She consistently researches and pursues training to address weaknesses within the district while also responding thoughtfully to questions and concerns from the board and community. Her organizational, planning, and problem-solving skills are especially evident in the development and oversight of the construction and facilities project, which required building a plan from the ground up under her leadership and guidance. In addition, her communication with staff, community members, peers, and the school board is viewed as exceptional and greatly appreciated.

B. In regard to the listed goals, which presented the Superintendent with the greatest challenge?

- Superintendent Hoeft demonstrated strong leadership in implementing systems to address significant human resource, financial, and budgetary challenges during the year. Faced with personnel limitations that impacted the district's ability to meet its needs, she responded with wisdom, professionalism, and grace while continuing to provide positive guidance and support to both the board and staff. Her commitment to continued professional growth as a newer superintendent reflects her dedication to ongoing learning and improvement. In addition, her thoughtful approach to budgeting has ensured that difficult financial decisions are made with both student and staff needs in mind while maximizing available resources for the district.

C. What support might the School Board offer to enhance the Superintendent's strengths and assist them in overcoming existing challenges?

- The School Board can continue to support the Superintendent and the district by encouraging ongoing professional development, remaining engaged in their roles and responsibilities, and continuing to ask thoughtful questions to gain clarity and understanding on important issues. Board members expressed the importance of trusting that decisions are made with the best interests of students and the district in mind. Additionally, acknowledging the positive work being accomplished and providing support for decisions requiring board approval will help maintain forward progress and strengthen the district's leadership and direction.

Evaluation Period July 2025 to June 2026

Superintendent's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

School Board Chairperson Signature: \_\_\_\_\_ Date: \_\_\_\_\_