

Evaluation Summary of Superintendent Dr. Jeremy Olson
by the Bemidji School Board

This summary is respectfully submitted at the July 20, 2026 ISD 31 school board meeting. This summary represents an accumulation of input from each board member based on their personal evaluation of Dr. Olson. The summary is made up of three areas of evaluation: Relationships Pertinent to the Superintendent, Business and Finance, and Leadership. Each area is scored on a four-point scale with four being most favorable.

Overall, this board unanimously appreciates and values the hard work of Dr. Olson. Several members commended him for taking on extra responsibilities like bus driving and temporarily serving as HR Director and Superintendent, though the board feels that a full-time HR Director should be hired in 2027. Often, the board encourages Dr. Olson to take time off when able because he works so hard.

The board enjoys and is grateful for Dr. Olson's openness with each board member. There is always time to have discussion and ask questions relevant to the operations, functions, and public concerns of the district.

The board appreciates that Dr. Olson values community relationships in the district. Dr. Olson is eager to communicate on many different platforms to ensure understanding about the actions of the board. In particular, he was excellent in his handling of the difficult JW Smith School issue this past spring, and he is always quick to respond to listening session concerns and public participation concerns from board meetings.

The board sees Dr. Olson building strong relationships with staff and personnel. Day to day this happens at the district office but then extends to his frequent visit to the schools that he oversees. And he is to be commended for completing negotiations with almost all of the district's bargaining units within close percentages of each other.

The board values Dr. Olson's attention to responsible fiscal policy and procedures. With the support of the administration team, Dr. Olson has continued to work to balance the district budget in accordance with the board's direction. This effort has not been easy, but it now appears that the district's structural deficit has been eliminated for the first time since 2019. Credit for this impressive achievement can be spread across the district's entire staff and administration, but the board wishes to point out that the effort has been led by Dr. Olson.

The board believes that Dr. Olson is committed to strong performance standards of the schools and students in the district. Quality education of children from kindergarten to graduation is his passion and he's committed to seeing that accomplished.

The board is confident in the leadership that Dr. Olson has brought to the Bemidji School district, and we once again look forward to working with him in the coming year ahead!

Respectfully submitted,

Todd Haugen

Bemidji School Board Chair