

2025-2026 Superintendent Evaluation Summary

CSD Board of Directors

The Centennial School District Board of Directors met in executive session on June 17, 2026, to review Superintendent Owens's 2025-2026 evaluation documentation. The Board considered input from all seven Board members. The following summary reflects the Board's feedback on the standards and goals.

25-26 Standards Summary

Standard 1: Visionary District Leadership

Superintendent Owens has kept Roadmap '27, student success, and the district's long-term direction at the center of his work. He connects Board discussions and district decisions to the larger plan and has provided steady leadership through a demanding year.

Standard 2: Ethics and Professional Standards

Superintendent Owens is seen as ethical, trustworthy, and fair. He handles difficult situations calmly, uses sound judgment, and makes recommendations with students, staff, and the community in mind.

Standard 3: Inclusive District Culture

Superintendent Owens has helped build a more welcoming and inclusive district culture by being visible in schools, involving a range of voices, and using an equity lens in district decisions.

Standard 4: Culturally Affirming Instructional Leadership and Improvement

Superintendent Owens has continued to support instructional improvement through Roadmap '27, PLC work, use of data, professional learning, and attention to students who have not always been well served.

Standard 5: Communication and Community Engagement

Superintendent Owens is visible in schools and in the community, keeps the Board informed about emerging issues, and has strengthened connections with local and regional partners.

Standard 6: Effective Organizational Management

Superintendent Owens has managed a complicated year well by delegating, supporting his cabinet, improving systems, and keeping operations moving during contract negotiations and budget constraints.

Standard 7: Effective Financial Management

Superintendent Owens has provided strong financial leadership. The district has remained focused on its priorities, maintained balanced budgets during a difficult funding period, and protected core services. The Board appreciates the work of the financial team and the clear attention to the district's resources.

Standard 8: Policy, Governance, and Advocacy

Superintendent Owens works well with the Board, communicates clearly, accepts feedback professionally, and represents Centennial well in local, regional, and state settings.

25-26 Superintendent Goals Summary**Goal 1: Implementation of Strategic Plan**

Superintendent Owens continued to move Roadmap '27 forward during Year 3, even while the district was managing significant work around labor negotiations. He has connected the plan to school reports, superintendent updates, professional learning, and the Profile of a Graduate pilot.

Goal 2: Long-Range Facilities Planning

Superintendent Owens has gotten the long-range facilities planning process off to a solid start. The process includes Board members, staff, students, families, community members, and technical expertise. The Board appreciates the diversity represented in the committee.

Goal 3: Licensed Contract Negotiations

Superintendent Owens provided steady leadership during licensed contract negotiations. He put together and supported a capable bargaining team, kept the Board informed, prepared for possible challenges, and helped the district reach a new CEA agreement. That work helped the district avoid a strike and remain focused on students and staff.

26-27 Areas for Growth and Improvement

The Board has identified the following areas for continual growth and improvement:

1. Demonstrating clearer, measurable student results

The work around Roadmap '27 is moving forward. The continued focus should be on clearly showing how that work is improving student outcomes, especially in literacy, math, and other academic areas. The Board expects to see measurable improvement in reading and math achievement across all grade levels, along with clear communication about how district initiatives are contributing to those results.

2. Strengthening instructional consistency

There has been solid work around PLCs, the use of data, professional learning, and support for students. Going forward, the focus should be on making sure these practices are consistently in place across all schools and classrooms, so every student benefits from the district's instructional framework. The Board expects to see continued improvement in academic performance across all grade levels.

3. Improving communication and advocacy

Communication has been a strength, but there is still room to make it more timely, clear, and consistent. Staff, families, the Board, and the community need to understand what is happening, why it matters, and how it connects to district priorities. Continued attention should be given to clearly sharing the district's priorities, how resources are being used, and its successes with families, staff, policymakers, and the broader community. The Board also encourages regular review of whether district messages are reaching and engaging intended audiences while building greater understanding and support for Centennial's work.

4. Building an inclusive leadership culture

The district has made progress in creating a more welcoming and inclusive culture. Continued attention should be given to retaining strong staff and administrators, developing leaders, and making sure students, families, and staff feel heard and included. As several important initiatives move forward at the same time, the district should keep the work connected, organized, and focused on the areas that will make the biggest difference.

In Summary

The Board appreciates Superintendent Owens' steady leadership and commitment to Centennial School District during a challenging year. We value the progress made and look forward to continuing to work together as the district moves Roadmap '27 forward, supports staff and students, and addresses the work ahead.

Submitted By: Pam Shields, Board Chair

Dated: July 1, 2026