



Charlotte School Board Completes Annual Superintendent Evaluation **Submitted By: Lee Wheaton, Board of Education President**

At their December 6 meeting, the Charlotte Board of Education completed the annual review of Superintendent Mark Rosekrans, unanimously agreeing that the chief of Charlotte Public Schools was an effective leader during 2017. An increase in student enrollment, removal of schools from Focus designation and a new two-year agreement with faculty all contributed to the effective designation.

The evaluation of the superintendent is one of the most important duties of the board and much time and effort is spent on the review. For the fifth year, the board utilized the Michigan Association of School Boards evaluation tool to guide the review process. This is the same process undertaken by a majority of schools across the state and provides thorough and consistent evaluation criteria.

The competencies reviewed include:

- Governance and Board Relations
- Community Relations
- Staff Relations
- Business and Finance
- Instructional Leadership
- Student Growth
- Progress Toward District-wide Goals

Within each of these areas, there are multiple standards embedded and various weighted percentages associated with each of the areas. Scores in each section are tabulated to come up with one of four final ratings; ineffective, minimally effective, effective and highly effective. As a board, we agreed that Superintendent Rosekrans was an “effective” leader during the past 12 months and finalized the rating in an open meeting on December 11, 2017.

As with any performance evaluation, there were some opportunities for continued improvement identified and discussed with the Superintendent.

This process has proven, once again, to provide a great opportunity for discussion on the shared vision for the district and our progress on achieving the goals. We can now move into 2018, ready to take on the next set of challenges and opportunities to move our district forward.