

HARTLAND CONSOLIDATED SCHOOLS
9525 E. Highland Rd, • Howell, Michigan 48843

Superintendent Evaluation
Ad Hoc Committee meeting
Boardroom
October 14, 2026, 4:00 p.m.

AGENDA

This is a meeting in public for the purpose of conducting the business of Hartland Consolidated Schools and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated on the agenda. Guests are expected to act with civility and not interrupt this school business meeting. Anyone being disruptive will be asked to leave.

- I. Call to Order
- II. Pledge of Allegiance
- III. Approval of minutes: 9-29-26 Superintendent Evaluation Committee Meeting
- IV. Call to the Public
This portion of the agenda is for citizens to address any questions or comments to the Board. Attendees must register their intention to participate in the public participation portion of the meeting prior to the start of the meeting. Individuals may not register others to speak during public participation.

The committee will listen and take comments and questions under advisement but will not respond at this time. The chairperson will refer any questions to the superintendent for investigation and respond at a later date.

Speakers are asked to express themselves in a civil manner, with due respect for the dignity and privacy of others who may be affected by your comments. Each speaker may be limited to three (3) minutes. No participant may speak more than once.
- V. Student Growth & Assessment Metrics - Dr. Trish Poelke, Assistant Superintendent of Curriculum
- VI. Presentation and Review of Superintendent Evaluation Tools - Dr. Rod Green, MASB
- VII. Set next meeting date
- VIII. Adjournment

**HARTLAND CONSOLIDATED SCHOOLS
SUPERINTENDENT EVALUATION COMMITTEE MEETING MINUTES**

Hartland Educational Support Service Center, Boardroom

September 29, 2026

Present: G. Keller, J. Scott, C. Shaw

Mr. Keller called the meeting to order at 4:00 p.m.

Election of Chair and Secretary

Mr. Keller nominated Mr. Scott to be committee Chair and he accepted the nomination.

Mr. Scott nominated Mr. Keller to be committee Secretary and he accepted the nomination.

Committee Structure

Mr. Scott read the committee structure as approved at the 9/21/2026 BOE Meeting. The duties will include vetting superintendent evaluation tools, determining the evaluation timing and process, defining student growth metrics, and requesting special board meetings as necessary for the evaluation process.

Call to the Public

No community members addressed the committee.

Discussion Items

Evaluation Tools

Dr. Green explained the laws pertaining to evaluation tools.

- Districts must use a state approved evaluation tool or they are required to get their evaluation tool approved.
- Superintendents are required to be evaluated each year unless they have been rated effective for three consecutive years. The evaluation score is reported to The Registry of Education Personnel (REP) by June 30 each year.
- The Superintendent and the BOE are required to take rater reliability training.

The committee discussed the three evaluation tools; MASB, School Advocate, and Collins & Blaha. All three evaluation tools use a consensus model. Mr. Scott noted a fourth tool, Multidimensional Leadership Performance System.

For the next meeting, Dr. Green will prepare a comparison of the different tools.

Timing and Process

The committee discussed the evaluation timing based on the new organizational meeting timing (now January). Potential timing could be:

- Jan/Feb – objectives discussion and finalization
- June – mid year evaluation (progress towards objectives)
- Dec – final evaluation

Student Growth Metrics

Dr. Green explained that the intent of the growth metrics is to measure how the kids are doing. But how growth is measured is a local decision. Some districts are using NWEA & MSTEP.

Mr. Scott talked about MDE's recommendation to use Student Growth Percentiles (SGP's) to measure individual student performance over time versus their peers.

The committee agreed to request Dr. Poelke join the next committee meeting to discuss Hartland's existing method, collaborate how to measure growth going forward, and determine potential areas of focus.

Adjournment

The meeting was adjourned at 5:43 p.m.

Next Meeting

The committee agreed to target bi-weekly meetings. The committee's next meeting is October 14 at 4PM, followed by October 27, time TBD.