



**Superintendent's Evaluation
February 28, 2017**

The following summarizes the performance evaluation of Mr. Wade Smith, Superintendent of Walla Walla Public Schools, from his hiring July 1, 2016 to the present time of February 2017, completed by the Board of Directors of Walla Walla Public Schools. Performance parameters consisted of professional standards established by the American Association of School Administrators with the National School Board Administration, along with an evaluation of the success of his Entry Plan into the school district, and of his success with the development of the Strategic Plan.

Mr. Smith performed exceptionally to the challenges of both being new to the district and to Washington State, as well as with the Board's high expectations of developing a Strategic Plan, and wishes to commend him for his strong contributions to our district and the positive effects that he has created with his ongoing work towards the benefit of our children.

Regarding the professional standards, we determined that Mr. Smith's performance was excellent in the areas of Policy and Governance, Instructional Leadership, Human Resources Management, and Labor Relations. We understand how many of these areas still need time to be further tested and to further develop and grow with him still being so new to the district. We greatly appreciate his transparency in this work.

In the areas of Leadership and District Culture, Communications and Community Relations, Organizational Management, and Values and Ethics of Leadership his performance was outstanding. The Board commends him for his tireless dedication both to our students and community and with his outstanding organizational management, as demonstrated by his sharing of data, his committee work with difficult challenges such as with our bilingual program and facilities, and with his work on budget development.

Mr. Smith's success with the entry plan has been outstanding, with great success in all four phases: Introduction; Listening to Understand; Making Sense; and Engagement and Planning. Not only did he develop and bring forth a solid entry plan right from the beginning, he executed it with energy and fidelity, and clearly communicated his progress every step of the way.

Though the Board understands that much of the work in the development of the Strategic Plan remains to be done, Mr. Smith's work thus far has been outstanding. His leadership has been impressive, with excellent school and community engagement, with an open and inclusive well organized process.

The Board knows that many challenges still lie ahead to ensure that all students receive high quality instruction in an aligned and coherent system while addressing their social and emotional needs in a safe and engaging environment. We are pleased to have Mr. Smith working with us to lead the district through these challenges, and look forward to many more years of a productive partnership with him.

Dr. David Hampson, School Board President