


March 9, 2015

To: The Dickinson Public School Board

From: Kris Fehr, President 

RE: Dr. Douglas Sullivan's Evaluation Summary

I am pleased to inform the school board that all five board members responded to the request for Dr. Sullivan's evaluation and each board member rated the superintendent's performance as "satisfactory" in each of the areas selected for evaluation. I have selected representative comments below:

1. Effective Records Management

Comments: Dr. Sullivan effectively ensures proper oversight for managing records and disposal according to NDCC.

2. Identification and Implementation of School Board Policy Needs

Comments: Dr. Sullivan reviews and presents pertinent policy information to the school board in a timely manner. He is very responsive to the requests of the board regarding policy.

3. Supervision of Buildings and Grounds, Transportation and Student Safety

Comments: There is no question that the school district continues to experience changes and challenges, and Dr. Sullivan has risen to the challenge by hiring a team of experts to assist the school district in analyzing current facilities and future needs/uses. His focus is on the needs and success of students. We commend Dr. Sullivan and his staff for the quality of our buildings and grounds, despite their age. Shuttle bus service has been a great addition that he has worked on for a couple of years. He acts with an abundance of caution in the area of student safety, thinking of the safety and well-being of students and staff.

4. Supervision Licensed and Non Licensed Staff

Comments: Supt. Sullivan has effective supervision by working with and through his team of building principals and Central Administration office staff. He leads by example, stopping in the schools to meet with staff. He makes a point to be visible. He has worked hard to standardize administrator and teacher evaluations, and works with principals on improvement plans as needed.