

March 10, 2016

To: The Dickinson Public School Board
From: Sarah Ricks, President
RE: Dr. Douglas Sullivan's Formal Summary

Four out of five board members responded to the request for Dr. Sullivan's evaluation. Mr. Seaks was unable to evaluate Dr. Sullivan due to his newness on the board. 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. Relationship with School Board

Comments:

Dr. Sullivan's relationship with the Board is second to none. Continuous meaningful dialog before, during and after in any situation sets the Board on the right path to sound decision making. This is demonstrated through all modes of communication in the most effective and expedient way possible. His calm approachable demeanor allows for sometimes difficult discussions and differing opinions or ideas to come forth. This of course ensures that all voices are heard and all options are identified which leads to trust.

Dr. Sullivan communicates regularly with the school board and is always available to meet or discuss concerns. He provides timely information and is an indispensable resource for the school board. I am grateful to have such a positive working relationship.

He tries to keep us ahead of potential issues in the school district, and brings any recommended updates to the policy manual of the school district.

I appreciate that he is able to listen to different points of view and have an open dialogue with board members.

Recommendations: I would like to have more consistent follow-up information on questions brought before Dr. Sullivan.

2. Educational leadership (including philosophy, curriculum development and staffing)

Comments:

Dr. Sullivan seems to be on top of what the requirements are for educating the children of Dickinson Public Schools. He keeps the administration doing what they need to do to keep our children educated. Dr. Sullivan also has taken on a role of being part of a consortium, if you will, of Superintendents across the state to assist the North Dakota State Superintendent with coming up with guidelines for educator evaluations. In addition, he attends educational opportunities when able.

Dr. Sullivan is aware of the rapidly changing nature of education and technology and is trying to effect meaningful changes in our district which will prepare our students. He attends committee meetings, has an open door policy for staff to meet with him, and addresses concerns in a timely manner. He has worked very hard with the middle school team to prepare an innovative approach to middle school education in anticipation of our new school opening in 2017. He attends conferences and reads articles about educational trends and the future expectations of colleges and careers.

Dr. Sullivan spends countless hours researching, reading, and participating at all levels and opportunities to increase his knowledge, skills and abilities in the area of Educational Leadership. He is staunch supporter of public education and advocate for Dickinson Public Schools. He is sought after in many types of forums to speak on education topics and Dickinson Public Schools. He models daily the qualities of a leader, coach and mentor and we are extremely blessed to have a man such as this at the helm of our school system.

Recommendations:

Until a technology leader is in place, I encourage Dr. Sullivan to research for himself the uses of technology in all areas of the curriculum and to thoughtfully gain insight.

I recommend that Supt. Sullivan expand his report to the board, when appropriate, to include educational trends and any other interesting and applicable information that he has gleaned from reading scholarly journals and research and from his visits to other school districts.

3. Relationship with community

Comments:

As I have stated previously, is there an organization in the State or the City of Dickinson that Dr. Sullivan is not a member of? He is visible in the community as a Superintendent of Dickinson Public Schools, as a community leader in other organizations, guest writer for the newspaper, head hockey cheerleader, great neighbor, devoted husband and father. He is much respected in our community due to his participation in all things Dickinson and his positive attitude which is infectious, especially that smile.

Dr. Sullivan has been out in the community presenting and updating the community on what is going on with the school district. He has also sent home a monthly newsletter which assists in updating individuals who may otherwise never hear his information.

Dr. Sullivan is actively engaged in the community and participates in various civic organizations. He gives presentations on educational topics to interested parties in the community. He makes himself available to parents. He attends sporting and other events. He provides information via the website, Facebook and twitter.

Recommendations:

We have gotten a little behind in reporting back to the community about the use of the Hagen building and the plan for the DHS campus, but I feel we may be close to getting back on track. I'm hoping that community meetings can soon be facilitated.