

DIOCESE OF LACROSSE
ADMINISTRATOR EVALUATION
2021-2022

Joseph Koch

Principal – St. Mary’s Grade School, Marathon

Data Compiled by the Office for Catholic Schools, Diocese of La Crosse.

Analysis and Evaluation by Tom Reichenbacher, Superintendent, Diocese of La Crosse.

Eighteen stakeholders for St. Mary’s Grade School gave their input via a survey. The stakeholders were: pastor, faculty, support staff, and a member of the Home and School / PTA Committee. Thirty-eight areas of competence based on the Administrator Standards for the State of Wisconsin were reviewed.

Objective scores, 5 being best – 1 being worst, were considered.

5 = Performance consistently is at an exceptional or exemplary level.

4 = Performance often exceeds expectations.

3 = Performance meets expectations and is proficient and satisfactory.

2 = Performance occasionally meets expectations.

1 = Performance seldom meets expectations.

There were no areas of competency that fell below the “Performance meets expectations and is proficient and satisfactory” category.

1. You scored highest in Standard #5 (4.22): The administrator ensures management of the organization, operations, and resources for a safe, efficient, and effective Catholic learning environment.
 - a. Self-Evaluation average benchmark score – 3.67
 - b. Strong organization and communications skills were noted in the comments.
 - c. There was a request for a new teacher mentor program.

2. Your lowest score came in Standard #4 (3.61): The administrator manages by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth.
 - a. Self-Evaluation average benchmark score – 3.33
 - b. This score is still in the “Performance meets expectations and is proficient and satisfactory” category
 - c. Commitment to finding help and resources for students received praise
 - d. Concern was noted by a few folks that staff are not held to the high expectations the community has for those employed by St. Mary’s Grade School.

3. The other standards:
 - a. Standard #1 (4.00) – The administrator has an understanding of and demonstrates competence in the Diocese of La Crosse Catholic School teaching standards.
 - i. Self-Evaluation average benchmark score – 4.00

- b. Standards #2 (3.82) - The administrator has an understanding of and demonstrates competence in the teacher standards for the State of Wisconsin.
 - i. Self-Evaluation average benchmark score – 3.75
- c. Standard #3 (3.88) - A school administrator is an educational leader who promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community.
 - i. Self-Evaluation average benchmark score – 3.33
- d. Standards #6 (3.82): The administrator models collaboration with families and community members, responding to diverse community interests and needs, and mobilizing community resources.
 - i. Self-Evaluation average benchmark score – 3.00
- e. Standard #7 (4.00): The administrator acts with integrity, fairness, and in an ethical manner.
 - i. Self-Evaluation average benchmark score – 3.60
- f. Standard #8 (3.80) - The administrator understands, responds to, and influences the larger political, social, economic, legal, and cultural context.
 - i. Self-Evaluation average benchmark score – 3.00

Paraphrasing some comments together:

1. You are a positive, Catholic, role model.
2. The community positively views St. Mary's Grade School due to your efforts.
3. You're visible in the school community.
4. You have developed a people-first culture by making yourself available to the school's stakeholders.
5. The faculty appreciates your efforts to help them with their professional development.
6. You received compliments on how you use your business background to run the school efficiently while also finding necessary resources.

In summary:

Your evaluation scores ranged from 3.61 to 4.22. These are high scores. You are meeting the expectations set for you. All schools need strong leaders who are able to run the school effectively and efficiently. Your stakeholders see you as an ethical Catholic leader for their school. You can be proud of your work as an administrator.

Evaluator *Thomas K. [Signature]* Date May 26, 2022

Pastor *Dr. Joseph [Signature]* Date 5/26/22

I have been given a copy of this evaluation *[Signature]*
Administrator

5/26/22
Date