**Summary of Executive Director School Year Performance Feedback for Eric Williams, ED | 6.30.2021**

The summative evaluation was completed using a collaborative process that allowed for discussion between Executive Director, Eric Williams, and Board Chair, Sara Fromm. Feedback was also received from others who work closely with Mr. Williams.

The Executive Director shows a high level of strength in all areas of the evaluation. The Executive Director has made progress toward named goals, including attending to strategic growth in enrollment and working on potential land acquisition in collaboration with bondholders and the finance manager. Notably, Dr. Williams provided excellent and stable leadership during a particularly unpredictable school year, given the world pandemic. **The board approves an end-of-year bonus which totals $3,000.**

**School Wide Goals:**

1. Understanding that fiscal issues continue to be critical, the board requests that the Executive Director continue to work with the Finance Manager and the ABC Board to work toward a potential refinance of the current mortgage and/or potential land acquisition with an end goal being stronger financials.
2. The board requests that Mr. Williams continue to pay attention to *strategic* enrollment growth, working toward a balance between full class enrollment and capable, competent staff supporting those students.
3. Mr. Williams will continue to function in a mentoring role for Dr. Gwen Anderson, STRIDE Principal, as well as Mr. Schwieters, Assistant Principal. These outcomes will be measured through feedback from Ms. Anderson and Mr. Schwieters, as well as from Mr. Williams.
4. The board acknowledges and approves Dr. Williams’ request to begin implementation of a succession plan that allows for a 25% reduction in hours and pay during the 2021-2022 school year. **The board approves an annual pay rate of $114,000 for the 2021-2022 school year, beginning with July 15, 2021 pay period.**

**Professional/Personal goals:**

* Executive Director will continue to provide bring trauma-informed, anti-racist trainings to the school, and in doing so, will encourage and take part in introspection around privilege and power.
* Executive Director will work closely with statewide educational organizations such as MDE and MACS.
* Executive Director will complete necessary professional development needed for continuing education/professional licensure.

*Submitted to the Board by Sara Fromm, Board Chair*