

ANCHORAGE SCHOOL DISTRICT  
ANCHORAGE, ALASKA

ASD MEMORANDUM #156 (2002-2003)

January 13, 2003

TO: SCHOOL BOARD

FROM: OFFICE OF THE SUPERINTENDENT

SUBJECT: SUPERINTENDENT EVALUATION AND CONTRACT  
CHANGES: JANUARY 1, 2003 - DECEMBER 31, 2005

RECOMMENDATION:

The School Board and Superintendent have agreed to extend her contract for one year to December 31, 2005. The contract includes a \$3,000 salary increase (approximately 2.3 percent), which brings her total salary to \$133,000 per year, effective January 1, 2003. The contract also includes a \$2,000 increase to her annuity account.

PERTINENT FACTS:

Carol Comeau has completed her second full year as the Superintendent of the Anchorage School District. Ms. Comeau is an articulate and enthusiastic leader and role model in our community. We are fortunate to have her.

One of Ms. Comeau's strongest assets is her ability to promote a positive climate and culture in the District. She honors and respects the students and employees who comprise our District. She continually works at building and maintaining trust with community members and organizations. She is a passionate spokesperson for District causes and, most importantly, for student achievement.

Under Ms. Comeau's leadership, the District has also established statewide respect, trust, and credibility. The Board encourages Ms. Comeau to add specific targets and scheduling into her goals to spur better understanding and rapid accomplishment of them. The Board commends Ms. Comeau for her strong leadership.

The Board appreciates the Superintendent's efforts to maintain a successful working relationship with the School Board. Ms. Comeau has made certain the

Board has sufficient information before making its decisions. The Superintendent has helped to keep the Board informed about federal, state, and local issues.

The Board appreciates the Superintendent's style of community engagement. Her involvement and honesty helped facilitate unanimous Assembly approval of the District's budget and passage of school bond propositions. Ms. Comeau's leadership and enthusiastic involvement in District and community issues are also appreciated by the public. She and her staff have made a strong effort to inform and educate the community about District issues.

Ms. Comeau and her staff face many difficult tasks in implementing reforms brought on by the federal No Child Left Behind legislation. The difficulties in dealing with major reform requirements in a time of fiscal uncertainty increase the need for budget forecasting and evaluation of budget implications. The Superintendent and her staff have done a tremendous job in recruiting and retaining excellent employees in the District. She has also worked hard to develop her professional skills and is supportive of her staff's professional development.

The Board appreciates Ms. Comeau's commitment to improved student achievement. The Board also applauds her support of the curriculum audit and looks forward to increased efforts to close the minority and socio-economic achievement gap, while continuing to improve education for all students.

The Superintendent has done an exemplary job managing peaceful and respectful labor negotiations. The District continues to enjoy a high level of employee morale. Positive labor relations allow the District to focus more time on its most important job—educating students. The Board looks forward to improvements in updating employee job descriptions and valid performance standards.

The Board recognizes the immense challenges the District faces in moving to a standards-based curriculum. The Board is counting on Ms. Comeau's continuing leadership to meet these challenges.

Ms. Comeau effectively supervises comprehensive facility renewal efforts. The Board values the hard work Ms. Comeau put forth during last spring's successful school bond campaign and also appreciates her efforts on her own time to secure passage of statewide Proposition C.

Ms. Comeau's high standards of ethical leadership reflect well on the District and our community. We look forward to working with her in the coming years.

Carol Comeau became the Acting Superintendent of the Anchorage School District in early September 2000. The Board entered into a three-year contract with her as Superintendent, beginning January 1, 2001. Prior to becoming Superintendent, she had been Assistant Superintendent for Instruction, Director of Elementary Education, principal, teacher, and noon duty attendant, all within the Anchorage School District.

CC/JM/mks

Prepared/Approved by: Jake Metcalfe, President, Anchorage School Board