

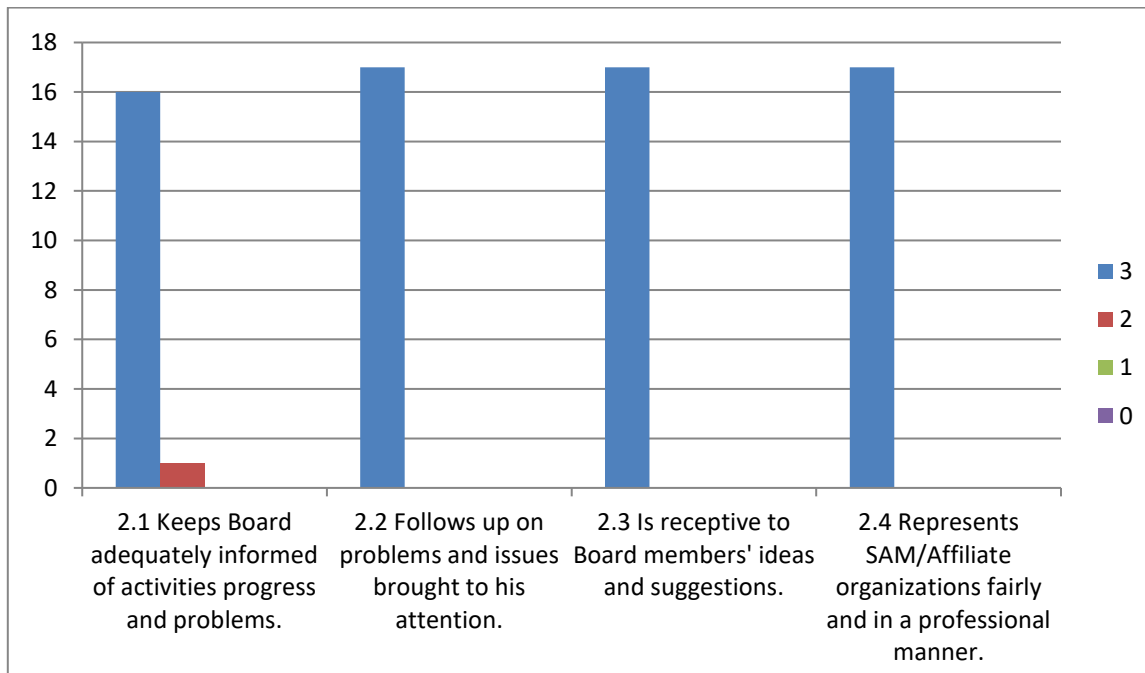
# SAM Executive Director Evaluation 2017 Executive Summary

This Executive Summary is the compiled information received from 17 of 17 members of the SAM Board of Directors who completed the evaluation survey. The scale for responses to the evaluation is:

3=Exceeds Expectations, 2=Meets Expectations, 1=Did Not Meet Expectations, 0=Not Observed.

Comments are listed verbatim for each area.

## 2. RELATIONSHIP WITH BOARD



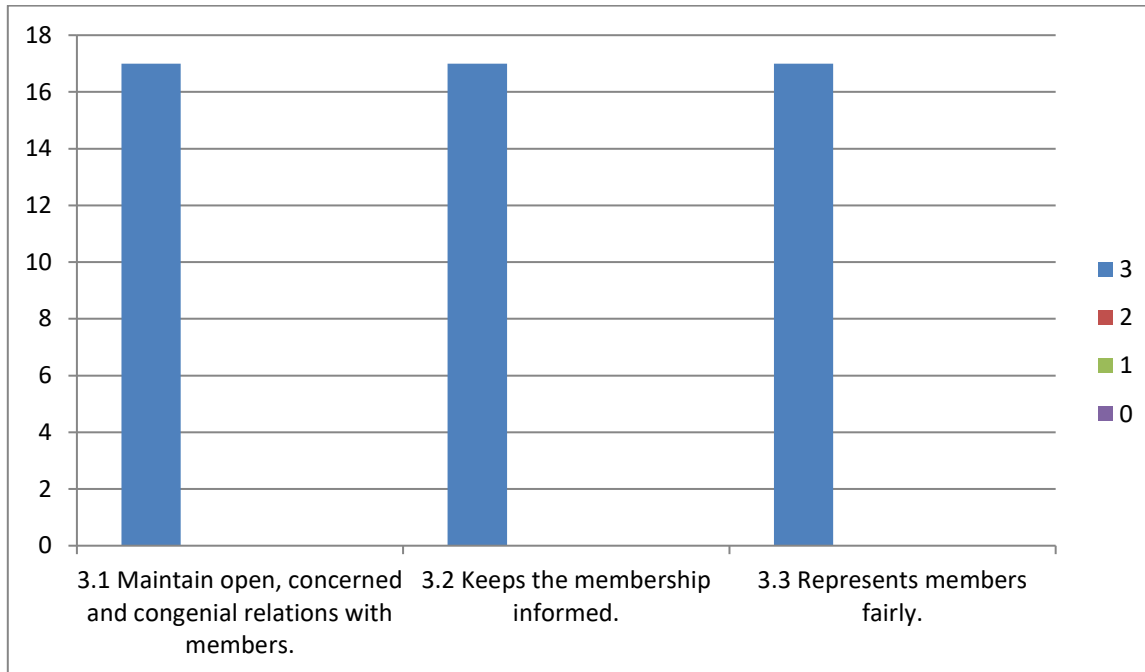
### Comments on Relationship with Board

- Kirk continually goes above and beyond in his support of the board members.
- Kirk represents the SAM organization with the utmost professionalism. He is very communicative with the Board and promptly follows through on all obligations.
- I appreciate the relationships Kirk fosters with all board members. He's genuine, sincere, and thoughtful.
- Kirk is transparent with us and keeps us well informed of upcoming challenges and opportunities.
- Kirk does an amazing job of working with the board and facilitating the important information of SAM.
- great job
- Kirk is an excellent Executive Director. Our organization is lucky to have a person of this quality.
- Kirk does a fantastic job in keeping the board informed with pertinent information to help us make informed decisions.
- Kirk, you are alert to upcoming needs and extremely approachable. Your insights and professionalism provides the organization with a presence characterized by integrity and knowledge.
- Amazing communicator with exceptional vision for where we are going.
- Kirk wears many hats as CEO for each affiliate and SAM as a whole. Kirk demonstrates a unique ability to switch between roles, share key information, keep certain matters private, and do all of this while analyzing the 'big picture'.
- Kirk has done an outstanding job with keeping us informed. He is always willing to listen to suggestions, but more importantly he takes action on the suggestions that any board member might provide. He is very frank about the scenarios that the board is faced with and comes prepared with suggestions for us to consider. I appreciate the

fact that he takes the time to problem solve an issue but then gives the board the autonomy to make their own decisions.

- Kirk always keeps us up to date with information that we need to know to make informed decisions.
- Kirk does a wonderful job of communicating with and involving board members. He is easy to approach and offers great advice.

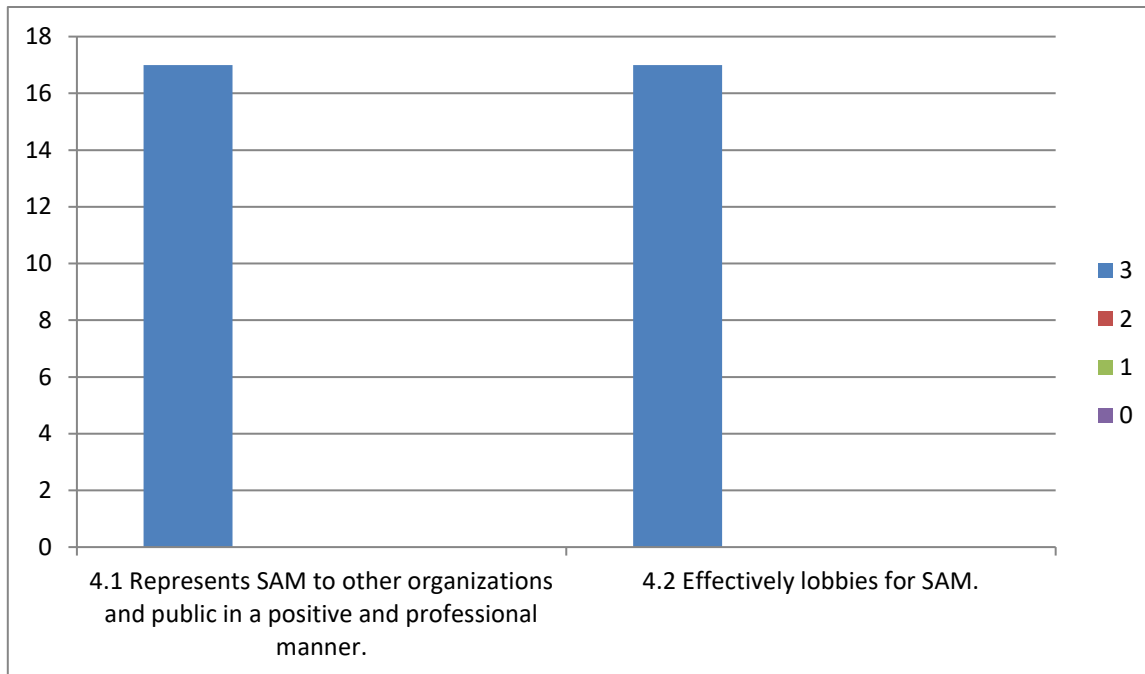
### 3. RELATIONSHIP WITH MEMBERS



#### Comments on Relationship with Members

- Kirk remains professional and has fantastic communication skills with SAM members.
- Kirk seeks membership opinion and approval on all matters. He's very conscientious to represent the membership accurately.
- Kirk is readily available and easy to approach for all members.
- I always feel well informed.
- Kirk does a great job of making new members feel like an important part of the team.
- Keep up the great work!
- You individually as well as through your staff are current in your communications and responsive to members' needs. You balance the perspectives of the affiliates well when we have differing opinions and needs within our affiliates and between affiliates. Your diplomacy and tact engender conversation and elicit consensual direction from the board as a unit.
- Kirk gives members his time, energy, and attention. He keeps a pulse on individuals as well as trends in Montana. He addresses people by name (that speaks volumes by itself).
- Kirk updates the members of all issues every week. There is nothing that our membership is not informed about. When working with issues, I am thankful that Kirk keeps all his affiliates in mind and how a decision may impact each affiliate in the different ways. When I talk with folks at conferences, everyone has high remarks for our SAM leader.
- The same as above, Kirk is great at keeping everyone informed
- Our members have great respect for Kirk.

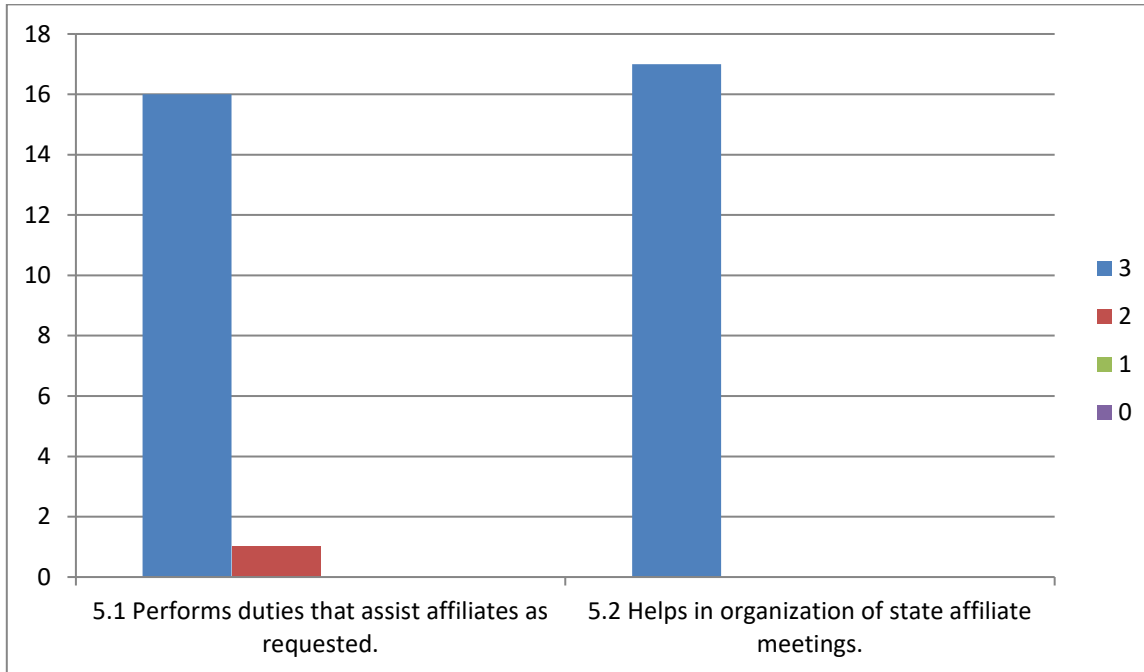
## 4. PUBLIC RELATIONS



### Comments on Public Relations

- Kirk is a student. He is always researching and talking about education policies (and potential policies), as well as their affect on public schools.
- Kirk spends a vast amount of time lobbying for SAM issues and does this in a professional, yet assertive manner.
- I appreciate the advocacy work Kirk does on behalf of SAM. I trust his background and current knowledge, and I trust his transparency in representing our needs.
- Excellent! Kirk is a great representative for our organization, our state, and education overall.
- Kirk is well respected in all areas of the state of Montana, from schools to the capital.
- We couldn't have a more informed advocate for the SAM organization than Kirk.
- Given the strategic goals of the MCASE affiliate as well as the SAM goals, I would like to extend accolades to you for your effective advocacy regarding school funding and special education funding. We have a long way to go but the dialogue has been uniting and impactful. The foundation and relationships built will provide a strong beginning for 2019. I recognize that much more needs to be done. My entire career school funding has dominated conversations in light of its inadequacy. It is challenging to maintain optimism but your efforts and those of your staff are buoyant.
- Fantastic as the face of all Montana administrators.
- Kirk uses the goals and objectives from each affiliate and from SAM to direct his work and that of his SAM colleagues. Even when things get sticky, I have confidence that Kirk represents the organization's values and does so firmly and professionally.
- It is fun to watch the MPEC partners situate themselves in the political arena. I believe that Kirk is the go to person for many political offices when it comes to education. He has situated SAM to be the leading organization that provides information to others.
- Kirk is an excellent Representative for SAM and Montana Educators
- Kirk works hard to promote the core values and to lobby for important issues for education.

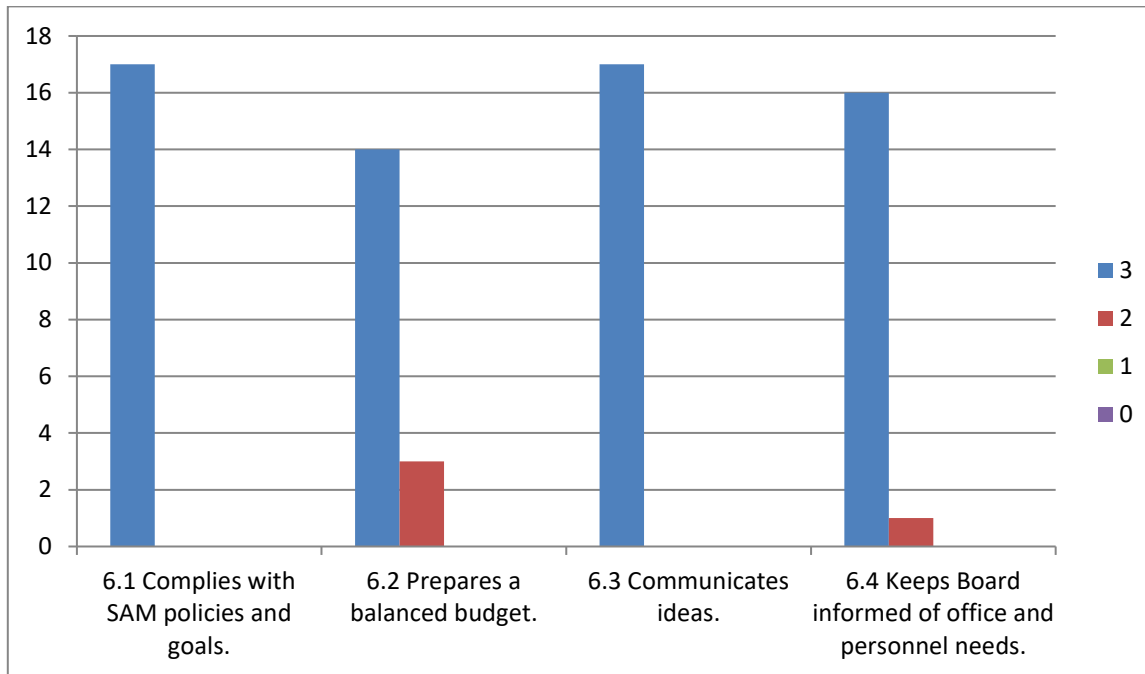
## 5. RELATIONSHIP WITH AFFILIATES



### Comments on Relationship with Affiliates

- Kirk and his staff are always organized and provide superior support to affiliates, especially when working to organize the state meetings.
- Kirk does a great job of including all affiliates in the SAM process, regardless of the group's size. All affiliates have an active voice.
- Kirk (and the rest of the team) have been a great asset to me in helping organize the MASS meetings and conferences.
- Kirk is well respected throughout the state and does a great job promoting the work of the SAM organization.
- Though MCASE is a small affiliate we feel well supported.
- As mentioned above, Kirk makes it clear how various issues will affect each affiliate. In addition, anytime our affiliate has asked for guidance from Kirk, he either completes the task himself or asks a member of his SAM team to help the affiliate.
- Kirk is always working to keep META informed as to what the other affiliates are working on.
- Our affiliate depends greatly on Kirk for his sound judgement and assistance in legislative positions and resolutions.

## 6. MANAGEMENT



### Comments on Management

- Kirk's communication skills are one of his greatest assets!
- This area is a definite strength for Kirk. He is exemplary at leading the SAM organization in which I'm proud to be involved in because of the high quality of work being done for education in the state of Montana. This is due to Kirk and the SAM staff.
- Kirk has done an excellent job building the SAM office team and ensuring we meet budget. We sometimes intentionally go over budget for things that the SAM board approves (like the LPLP), but Kirk never lets us spend beyond what is safe and healthy for our organization. I appreciate the budget work done for each affiliate as well. The Finance Committee meetings have been very helpful in this process as well.
- Good leader of a great team.
- Sam is in great shape because of Kirk's leadership. Kirk also has an amazing staff.
- Kirk plans and prepares for issues they may arise long before the need is there.
- Agendas and meetings are characterized by references to accessible, substantial documents. The utilization of the website is a strength.
- Organization is healthier than ever and looks strong going to the future.
- No concerns whatsoever. It usually seems that the Executive Board is more informed of office and personnel needs more so than the SAM Board. As a SAM Board member, I don't hear much of anything in this regard.
- Often times Kirk will bring issues to the boards attention. He then will present the board with possible solutions. Not only does he present solutions but how the solutions could possibly affect the organization. Kirk has done a great job with helping SAM better its finances, including the affiliates. Although I get nervous about not having a balanced budget at the beginning of the year, Kirk always finds a way to better the financial situation of SAM.
- Kirk is an excellent manager
- Excellent management. He and his staff do a great job.

## 7. GENERAL COMMENTS

- Kirk continues to build leaders. I have seen the growth with his team at SAM. The only advice I can give is to keep building these leaders, and looking for future leaders that want to work at the SAM office! We should always have our back pocket full of ideas to fill when there is a hole, or unforeseen situation!
- Kirk, continue the outstanding work. From my perspective, I see only quality, top-notch work coming from the SAM office. The website and communication pieces to keep all members informed is fantastic - very thorough. Kirk is prepared for meetings, involves himself in discussions, and desires to do whatever is best for the organization. Thanks Kirk for all you do!
- Kirk is professional, kind, determined, and dedicated to the needs of SAM members. SAM is very fortunate to have him at the lead. He has done a great job in securing the SAM team of Pat, Gary, and Kim, and, together, they are doing quality, meaningful work for Montana's educational leaders. I'm grateful to Kirk for his leadership, mentoring, and knowledge. Please don't let him retire any time soon.
- Kirk also does an amazing job of representing Montana at the national level as or Executive Director.
- Thanks for all you do!
- I have appreciated working with Kirk. He is supportive and works well with the entire membership. Thanks
- We simply have the best Executive Director we possibly could.
- I have worked in several states and can say with all honesty that the SAM organization is one of the best groups I have ever worked with as an administrator. Much of that has to do with the Kirk's knowledge and tremendous leadership skills! Keep up the great work!
- Your leadership within the office is noted as a strength. Your office as a whole reflects your direction and professionalism. Your experiences and relationships across the state, across associations, and in the political scene are advantageous. I thank you for your dedication and appreciate knowing that I can call the office and gain the assistance I need.
- We're fortunate to have and retain Kirk, Pat, Gary and Kim. It's a strong team under Kirk's leadership.
- Kirk and his staff are truly exceptional. We are fortunate in MT to have such a leadership team.
- I truly thank Kirk for his leadership with our organization. I have found him to be a great role model for a young educator like myself. I am saddened to leave the board as I will have minimal exposure to him.
- Kirk is a wonderful asset for Montana Educators to have, he is very knowledgeable and has true compassion for our Students in Montana.
- MACSS greatly appreciates all the work he does for us.