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March 8, 2023

Dr. Klint Willert
Brookings School District
2130 8th Street South
Brookings, SD 57006

RE: YOUR CONTRACT 06-27-22 – 06-30-24

Dear Dr. Willert:

Your employment contract was entered into on June 27, 2022, for a two-year period from July 1, 2022, through June 20, 2024.

Recently, on January 25, 2023, your written evaluation was delivered to you as required by your employment contract. The evaluation set forth three goals and 10 standards. There were deficiencies noted in the three goals and nine of the 10 standards. As to the goals, using a five-point scale with five being outstanding and one being unsatisfactory, you received an average rating of 2.65 which falls in the Needs Improvement category. The average rating for the 10 standards is 3.08 which puts your score in the bottom of the Satisfactory rating and .08% from the Needs Improvement category. You were given the opportunity to respond to your evaluation which you did orally but not in writing.

More importantly, Board members individually and collectively observed the following deficiencies related to requests for information from Board members and others:

- Superintendent's contract communication lacking clarity to board members.
- Key facilities project information to non-facilities committee members lacking.
- Communication around the Strategic Planning Timeline was not shared with all board members.
- Incorrect or incomplete documents at board meetings and in executive sessions.
- Superintendent goals not shared in a timely manner according to policy or the board

