

THE SCHOOL COMMITTEE OF THE CITY OF BOSTON



MEMORANDUM

TO: Boston School Committee
CC: Dr. Brenda Cassellius, Superintendent
FROM: Dr. Hardin L.K. Coleman
SUBJECT: Superintendent's SY 2020-21 Performance Goals
DATE: January 13, 2021

Attached, please find the annual performance goals to which Dr. Cassellius has agreed to be evaluated this coming Spring. The Superintendent is to be commended for her engagement in this process as she manages the impact of the pandemic both in terms of district operations and student learning.

The Superintendent is also to be commended for persisting with the work that it will take us to become an outcome oriented, rather than a process oriented district. As you can see, the Superintendent has committed to being evaluated by goals related to student performance rather than the implementation of strategies to achieve those goals. This is a major step forward for the District, as it will center all of our conversations on how decisions will impact student performance across the District.

Prior to voting to accept these goals, there are a few caveats that need to be acknowledged. The first is that, due to the pandemic, we can anticipate a drop in student performance as a result of lost learning time. The second is that, due to the pandemic, we may not be able to complete traditional assessments of student learning. The Superintendent is committed to exploring the use of alternate metrics. The Chair and I will be in regular conversations with her about these choices.

Finally, as are many of our peer districts, we have added a goal that addresses the Superintendent's management of how this pandemic has affected the District. As we move into the next phase of this process, we must remain sensitive and open to the impact of this crisis on how we evaluate the Superintendent's performance.