

THE SCHOOL COMMITTEE OF THE CITY OF BOSTON



MEMORANDUM

TO: School Committee Chair and Members
Dr. Tommy Chang, Superintendent

FROM: Regina Robinson, Committee Member

SUBJECT: Superintendent's Composite Summative Performance Evaluation: School Year 2015-2016

DATE: September 21, 2016

Tonight I present, in accordance with the steps prescribed by the Massachusetts Department of Elementary and Secondary Education (DESE), the composite summative performance evaluation for Boston Public Schools (BPS) Superintendent Tommy Chang for school year 2015-2016. This document summarizes the collective feedback provided by Committee members in their individual evaluations, and provides Dr. Chang with an overall rating of proficient in his first year as superintendent.

To briefly recap the evaluation process to date:

At our January 8th training provided by the Massachusetts Association of School Committees (MASC) team on the new Superintendent's performance review process for evaluation, we were made aware of the new guidelines outlined by the Massachusetts Department of Elementary and Secondary Education.

At the January 25th small group planning session, Dr. Chang, Dr. McCreary, Chairman O'Neill, and Vice Chairman Coleman and I narrowed the State's Sample Evaluation Model Rubric to 10 Indicators and 18 Elements for discussion at our January 27th Committee meeting, at which time members agreed upon the Indicators and Elements.

At our February 24th meeting, Dr. Chang presented his SMART goals to the Committee. Members recommended that the goals include strategies on closing achievement gaps, and improving teaching and learning for all students to achieve at high levels.

At our March 23rd meeting, the Committee provided an update of the process thus far and Dr. Chang proposed seven SMART goals and elected to add one additional goal to develop an “anti-racism” statement that ensures every student, regardless of race or ethnicity, is educated in a safe and inclusive learning environment. The members were in agreement of the additional SMART goal.

During the summer, Dr. Chang presented the Committee with his self-evaluation, leadership reflections, and evidence of his work over the past year. Committee members thoroughly reviewed this extensive collective of artifacts prior to completing their End-of-Cycle Summative Evaluation Report using the rating system provided by MASC. Close review of the Committee members’ individual evaluations found several common themes which are reflected in the final composite evaluation.

In this packet you will find:

- Performance Evaluation Standards and Indicators
- Dr. Chang’s Self-Evaluation
- Dr. Chang’s Reflections on Each Standard and a Summary of Artifacts
- Dr. Chang’s SMART Goals
- School Committee’s Composite Summative Evaluation
- Individual Members’ End-of-Cycle Summative Evaluations

Following this evening’s presentation and discussion, I request that the Committee schedule a vote to adopt the Superintendent’s final evaluation rating at our October 5th meeting.

I want to extend my deep gratitude to Dr. Chang, his leadership team, and my fellow Committee members for the many hours of deep reflection they invested in this process and for their unwavering commitment to the 57,000 children entrusted in our care. I have full confidence that BPS is strongly positioned to reach its ambitious goals and provide the equitable, high-quality education our city’s young people so well deserve.