

THE SCHOOL COMMITTEE OF THE CITY OF BOSTON



MEMORANDUM

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

FROM: Regina Robinson, Boston School Committee Member

SUBJECT: Superintendent's SY 2016-17 Performance Evaluation Process

DATE: July 19, 2017

Tonight I would like to provide a brief update on Superintendent's performance evaluation process for School Year 2016-17, as well as next steps moving forward.

On February 15, 2017, I presented for your review the Superintendent's performance goals from his last evaluation cycle (School Year 2015-16) and asked the Committee for feedback as to whether the goals should remain or be updated for school year 2016-17. The Superintendent explained that he will hold himself accountable to the goals of his Strategic Implementation Plan. Members requested more time to review the information.

At our April 26th meeting, I presented for the Committee's consideration four standards, 10 potential indicators, and 20 elements for this year's evaluation, as well as a scoring rubric (attached). Two indicators - Human Resource Management and Development and Family Concerns – have been added in an effort to better align with the goals set for this school year. Two of last year's indicators – scheduling and shared vision development – were removed because those were more appropriate for a first-year superintendent. That evening, the Superintendent presented his SMART Goals for SY16-17 in the areas of professional practice, student learning, and district improvement (attached). Each goal is aligned to a Strategic Implementation Plan initiative.

Now that the school year has come to a close, I would like to provide next steps to members.

- Dr. Chang is currently working on his self-evaluation, leadership reflections, and will submit artifacts, work achieved in this past year, and progress against the

performance goals. These documents will then be made available for your review in August.

- I will provide the Committee with another update at our September 6th meeting.
- After reviewing the artifacts and assessing work performance, members should complete the End-of-Cycle Summative Evaluation Report using the rating tool provided.
- Upon completion, I will gather all documents and prepare the composite evaluation for discussion at our September 20th meeting, and request that a vote on the Superintendent's final performance rating be scheduled for October 4th.
- Please note that although a Composite Evaluation will be prepared and discussed, all individual evaluations are public documents.

I look forward to discussing this matter with you at our July 19th Committee meeting.

Thank you.