

# THE SCHOOL COMMITTEE OF THE CITY OF BOSTON



## MEMORANDUM

**TO:** School Committee Members  
Dr. Tommy Chang, Superintendent  
**FROM:** Regina Robinson, Committee Member  
**SUBJECT:** Superintendent's Performance Evaluation Process Update: SY2016-17  
**DATE:** April 26, 2017

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Tonight I will be presenting an update as part of the Superintendent's performance evaluation cycle for School Year 2016-17. There are 10 potential indicators that Dr. Chang and I discussed for this year's evaluation:

- **1B** - Instruction
- **1E** - Data-Informed Decision Making
- **2A** - Environment
- **2B** - Human Resources Management and Development\*
- **2E** - Fiscal Systems
- **3A** - Engagement
- **3C** - Communication
- **3D** - Family Concerns\*
- **4B** - Cultural Proficiency
- **4D** Continuous Learning

There are two indicators that are different than last year due to a desire to better align with goals set for this school year:

- **2B** Human Resource Management and Development
- **3D** Family Concerns

Attached are two documents that will inform our discussion and provide feedback to guide Dr. Chang:

1. Indicators Scoring Rubric
2. Superintendent's Performance Goals for SY16-17

*(continued)*

Additionally, we are proposing these evaluation goals as they align to the three required categories: professional practice, student learning, and district improvement. Each goal is aligned to a Strategic Implementation Plan Initiative. As you will see, there are seven goals, the same as last year.

Thank you and I look forward to our discussion at tonight's meeting.