

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: Review of Superintendent's Performance Goals: School Year 2016-2017

DATE: February 15, 2017

Attached please find for your review Superintendent Chang's performance goals from last year's evaluation cycle (school year 2015-2016). Tonight the Committee will review the goals and determine which are still applicable and which could be changed for school year 2016-17. Based on that feedback, Chairman O'Neill, Vice Chairman Coleman, and I will then meet with the Superintendent to finalize the recommended goals, which will be presented to the Committee at a future meeting for full agreement.

Superintendent's Performance Goals



Goals should be SMART and include at least one goal for each category: professional practice, student learning, and district improvement.
 Check one box for each goal.

| Goal(s) | Description | Did Not Meet | Some Progress | Significant Progress | Met | Exceeded |
|------------------------------|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Professional Practice | | | | | | |
| 1 | By June 30, 2016, Dr. Chang will participate in a minimum of three professional learning opportunities to develop his own leadership and the leadership of his team. Examples may include professional conferences, Aspen Urban Superintendents events, consultancies with other superintendents, visits to other school districts, or Council of Great City Schools meetings. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Student Learning | | | | | | |
| 2 | By June 30, 2016, Dr. Chang and his leadership team will have improved the instructional culture at schools, as measured by the Insight survey deployed to teachers across the district. Based on analyses of multiple districts across the country, increases in the Insight Instructional Culture Index are associated with increases in student achievement. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3 | By June 30, 2016, Dr. Chang and his leadership team will have completed Instructional Focus Reviews at every school, determining the Instructional Leadership Team's progress on the school's instructional goals and a sampling and assessment of the cognitive demand of the tasks students engage with in each school. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

| District Improvement | | | | | | |
|----------------------|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 4 | On or before June 30, 2016, Dr. Chang and his leadership team will deliver a five-year strategic implementation plan (July 1, 2016 through June 30, 2021) to the School Committee that builds upon and/or reflects the six priority areas in the School Committee's Strategic Plan, the work of Mayor's focus areas for education, and the work done as part of BPS's 100-day plan. The strategic plan must be guided through the lens of equity and the deep belief that all of our students can and must achieve at high levels . We will emphasize plans to strengthen inclusive practices, expand access and opportunity, and improve teaching and learning in order for all students in BPS to achieve at high levels. It will also integrate planning, execution, and accountability related to several BPS initiatives essential to our ability to successfully improve our educational outcomes, including, but not limited to: the Master Facilities Planning Process, Enrollment and Assignment, Transportation, and the Long Term Financial Plan. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5 | By June 30, 2016, Dr. Chang and his leadership team will have completed the preparation and pilot testing necessary for the Boston Public Schools to smoothly transition to using the School Quality Framework for the 2016-2017 academic year. To track the work underway and ensure the necessary coordination occurs in a timely and collaborative way, monthly reports will be submitted to the School Committee for their review and comment beginning in February 2016. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6 | By June 30, 2016, Dr. Chang and his leadership team will have determined effective Central Office structures designed to support equitable learning outcomes and aligned with instructional focus to support teaching and learning improvements. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other Goals (if any) | | | | | | |
| 7 | By June 30, 2016, Dr. Chang and his leadership team will collaboratively develop an " anti-racism " statement that ensures every student, regardless of race or ethnicity, is educated in a safe and inclusive learning environment. By October 1, 2016, 100% of schools will submit a plan to implement "Dialogues on Race and Ethnicity" for administrative teams, faculty, students and parents. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |