



SUPERINTENDENT ANNUAL EVALUATION

A Goal or Guardrail's performance is **Met Standard** if:

- The Actual SY20/21 Ending Point \geq Desired SY20/21 Ending Point

OR

- At least two thirds of the Interim Goals'/Guardrails' Actual SY20/21 Ending Points \geq their respective Desired SY20/21 Ending Points

Otherwise the Board must consider growth and performance and determine whether or not a Goal or Guardrail's performance **Met Standard** or **Did Not Meet Standard**.

Overall District/Superintendent performance is **Met Standard** if:

- At least two thirds of the Goals are **Met Standard**

AND

- At least half of the Guardrails are **Met Standard**

Otherwise the Board must consider growth and performance and determine whether or not overall District/Superintendent performance **Met Standard** or **Did Not Meet Standard**.

Goal 1: The percentage of students in grades 3-8 who are proficient on the state ELA assessment will grow from 35.7% in August 2019 to 65.0% by August 2026			
Baseline: 35.7%		SY20/21 Target 38.6%	SY20/21 Actual Performance:
Leading Indicator 1.1: The percentage of students in grades 3-8 who score at or above grade-level on the District's within-year reading assessment in Fall, Winter, and Spring each year.			Management Comments <i>(What are our challenges? Why do they persist? Are there financial conditions that must be considered? What actions can the Board expect to see over the next school year?)</i>
Fall: On-track Near track Off track	Winter: On-track Near track Off track	Spring: On-track Near track Off track	
Leading Indicator 1.2: The percentage of students, by subgroup, in grades 3-8 who score at or above grade level on the District's within-year reading assessment in Fall, Winter, and Spring each year.			
Fall: On-track Near track Off track	Winter: On-track Near track Off track	Spring: On-track Near track Off track	



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SY20/21 Evaluation	
Met Standard: <input type="checkbox"/>	Did Not Meet Standard: <input type="checkbox"/>

Goal 2: The percentage of 3rd grade students who are proficient on the state ELA assessment will grow from 32.5% in August 2019 to 62.0% by August 2026				
Baseline: 32.5%		SY20/21 Target: 35.4%		SY20/21 Actual Performance:
Leading Indicator 2.1: The percentage of students in grades K-3 who score at or above grade-level on the District's within-year reading assessment in Fall, Winter, and Spring each year.			Management Comments <i>(What are our challenges? Why do they persist? Are there financial conditions that must be considered? What actions can the Board expect to see over the next school year?)</i>	
Fall:	Winter:	Spring:		
On-track Near track Off track	On-track Near track Off track	On-track Near track Off track		
Leading Indicator 2.2: The percentage of students, by subgroup, in grades K-3 who score at or above grade-level on the District's within-year reading assessment in Fall, Winter, and Spring each year.				
Fall:	Winter:	Spring:		
On-track Near track Off track	On-track Near track Off track	On-track Near track Off track		
SY20/21 Evaluation				
Met Standard: <input type="checkbox"/>			Did Not Meet Standard: <input type="checkbox"/>	

Goal 3: The percentage of students in grades 3-8 who are proficient on the state Math assessment will grow from 21.5% in August 2019 to 52.0% by August 2026.				
Baseline: 21.5%		SY20/21 Target: 24.6%		SY20/21 Actual Performance:
Leading Indicator 3.1: The percentage of students in grades 3-8 who score at or above grade-level on the District's within year math assessment in Fall, Winter, and Spring each year.			Management Comments <i>(What are our challenges? Why do they persist? Are there financial conditions that must be considered? What actions can the Board expect to see over the next school year?)</i>	



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Fall: On-track Near track Off track	Winter: On-track Near track Off track	Spring: On-track Near track Off track	
Leading Indicator 3.2: The percentage of students, by subgroup, in grades 3-8 who score at or above grade-level on the District's within-year math assessment in Fall, Winter, and Spring each year.			
Fall: On-track Near track Off track	Winter: On-track Near track Off track	Spring: On-track Near track Off track	
SY20/21 Evaluation			
Met Standard: <input type="checkbox"/>		Did Not Meet Standard: <input type="checkbox"/>	

Goal 4: The percentage of students who are proficient on all three state high school assessments (Algebra, Literature, and Biology) by the end of their 11th grade year will grow from 22.2% in August 2019 to 52.0% by August 2026.		
Baseline: 22.2%	SY20/21 Target: 25.2%	SY20/21 Actual Performance:
Leading Indicator 4.1: The percentage of students in grades 9-11 who score at or above grade level on the District's within-year math and reading assessments in the Fall, Winter, and Spring each year.		Management Comments (<i>What are our challenges? Why do they persist? Are there financial conditions that must be considered? What actions can the Board expect to see over the next school year?</i>)
Fall: On-track Near track Off track	Winter: On-track Near track Off track	Spring: On-track Near track Off track
Leading Indicator 4.2: The percentage of students who are proficient on all three state high school assessments (Algebra, Literature, and Biology) by the end of their 10th grade year.		
Fall: On-track Near track Off track	Winter: On-track Near track Off track	Spring: On-track Near track Off track



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Leading Indicator 4.3: The percentage of students, by subgroup, who are proficient on all three state high school assessments (Algebra, Literature, and Biology) by the end of their 10th grade year.			
Fall:	Winter:	Spring:	
On-track Near track Off track	On-track Near track Off track	On-track Near track Off track	
SY20/21 Evaluation			
Met Standard: <input type="checkbox"/>		Did Not Meet Standard: <input type="checkbox"/>	

Goal 5: The percentage of Career and Technical Education (CTE) students who pass an industry standards-based competency assessment by the end of their 12th grade year will grow from 49.9% in August 2019 to 80.0% in August 2026.			
Baseline: 49.9%		SY20/21 Target: 52.9%	SY20/21 Actual Performance:
Leading Indicator 5.1: The percentage of 11th grade CTE students who pass their CTE Level 2 coursework (with a grade of A or B).			Management Comments <i>(What are our challenges? Why do they persist? Are there financial conditions that must be considered? What actions can the Board expect to see over the next school year?)</i>
Fall:	Winter:	Spring:	
On-track Near track Off track	On-track Near track Off track	On-track Near track Off track	
Leading Indicator 5.2: The percentage of 10th grade CTE students who pass their CTE Level 1 coursework (with a grade of A or B).			
Fall:	Winter:	Spring:	
On-track Near track Off track	On-track Near track Off track	On-track Near track Off track	
SY20/21 Evaluation			
Met Standard: <input type="checkbox"/>		Did Not Meet Standard: <input type="checkbox"/>	



<p>Guardrail 1: Every school will be a safe, welcoming and healthy place where our students, staff, and community want to be and learn each day. This means that our schools will be: 1) environmentally safe and clean; and 2) spaces with inclusive climates that provide students with access to robust social, emotional, and mental health supports.</p>		
<p>Indicator 1.1: The percentage of schools with both a high Overall District Wide Survey Climate rating and a high Overall District Wide Survey Instruction rating will grow from 17.7% (38 schools) in August 2020 to 58.6% (126 schools) by August 2026.</p>		<p>Management Comments <i>(What are our challenges? Why do they persist? Are there financial conditions that must be considered? What actions can the Board expect to see over the next school year?)</i></p>
<p>Baseline: 17.7%</p>	<p>SY20/21 Target: 24.5%</p>	
<p>Indicator 1.2: The percentage of schools certified as Lead-Safe and identified as No Asbestos Detected (NAD) will grow from X% in August 2020 to Y% by August 2026.</p>		
<p>Baseline: Data availability TBD</p>	<p>SY20/21 Target: Data availability TBD</p>	
<p>Indicator 1.3: The percentage of schools with at least two FTE (full-time equivalent) positions, per 500 students, to support student mental and behavioral needs will grow from 43.3% (93 schools) in August 2020 to 71.2% (153 schools) by August 2026.</p>		
<p>Baseline: 43.3%</p>	<p>SY20/21 Target: 47.9%</p>	<p>SY20/21 Actual Performance:</p>
<p>SY20/21 Evaluation</p>		
<p>Met Standard: <input type="checkbox"/> Did Not Meet Standard: <input type="checkbox"/></p>		

<p>Guardrail 2: Every student will have a well-rounded education with co-curricular opportunities, including arts and athletics, integrated into the school experience.</p>	
<p>Indicator 2.1: The percentage of K-8 students enrolled in visual or performing arts courses at each school will grow from 89.9% in August 2020 to 100.0% by August 2026.</p>	<p>Management Comments <i>(What are our challenges? Why do they persist? Are there financial conditions that must be considered? What actions can the Board expect to see over the next school year?)</i></p>



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Baseline: 89.9%	SY20/21 Target: 91.6%	SY20/21 Actual Performance:	
Indicator 2.2: The percentage of high school students participating in co-curricular activities, including athletics, at each school will grow from X% in August 2020 to Y% by August 2026.			
Baseline: Data availability TBD	SY20/21 Target: Data availability TBD	SY20/21 Actual Performance:	
SY20/21 Evaluation			
Met Standard: <input type="checkbox"/>		Did Not Meet Standard: <input type="checkbox"/>	

Guardrail 3: Every parent and guardian will be welcomed and encouraged to be partners in their child's school community.			
Indicator 3.1: The percentage of schools with a high Overall District Wide Survey School Relationship rating will grow from 20.0% (43 schools) in August 2020 to 61.9% (133 schools) by August 2026.		Management Comments <i>(What are our challenges? Why do they persist? Are there financial conditions that must be considered? What actions can the Board expect to see over the next school year?)</i>	
Baseline: 20.0%	SY20/21 Target: 27.0%	SY20/21 Actual Performance:	
Indicator 3.2: The percentage of schools that have a School Advisory Council (SAC) that holds three or more meetings per year will grow from 89.3% (192 schools) in August 2020 to 100.0% (215 schools) by August 2026.			
Baseline: 89.3%	SY20/21 Target: 91.1%	SY20/21 Actual Performance:	
SY20/21 Evaluation			
Met Standard: <input type="checkbox"/>		Did Not Meet Standard: <input type="checkbox"/>	



Guardrail 4: Our students' potential will not be limited by practices that perpetuate systemic racism and hinder student achievement.			
Indicator 4.1: Among 8th grade students who are qualified to attend Special Admission High schools, the percentage who are Black/African American or Hispanic/Latinx will grow from 33.8% in August 2020 to at least 52.0% (making progress towards being proportional to population as a whole) by August 2026.			Management Comments <i>(What are our challenges? Why do they persist? Are there financial conditions that must be considered? What actions can the Board expect to see over the next school year?)</i>
Baseline: 33.8%	SY20/21 Target: 36.7%	SY20/21 Actual Performance:	
Indicator 4.2: The percentage of suspensions received by Black/African American students will decrease from 72.6% in August 2020 to no more than 48.3% (proportional to population as a whole) by August 2026.			
Baseline: 72.6%	SY20/21 Target: 68.6%	SY20/21 Actual Performance:	
SY20/21 Evaluation			
Met Standard: <input type="checkbox"/>		Did Not Meet Standard: <input type="checkbox"/>	

OVERALL - SY20/21 Evaluation	
Overall District/Superintendent performance is Met Standard if: <ul style="list-style-type: none"> At least two thirds of the Goals are Met Standard AND <ul style="list-style-type: none"> At least half of the Guardrails are Met Standard Otherwise the Board must consider growth and performance and determine whether or not overall District/Superintendent performance Met Standard or Did Not Meet Standard .	
Additionally, the Board will provide comments on financial management and professionalism.	
Met Standard: <input type="checkbox"/>	Did Not Meet Standard: <input type="checkbox"/>



OVERALL COMMENTS

Progress on Goals and Guardrails:

Financial Management:

Professionalism:

Community Relations: