

Seattle Public Schools Board of Directors

Annual Performance Evaluation of the Superintendent

Introduction

The Board of Directors and Superintendent Goodloe-Johnson are focused on the academic excellence of our students, accountability for our management of resources, and the engagement of our community to create excellent schools for all of our students. In furtherance of *Excellence For All*, our five-year strategic plan, the Board of Directors and Superintendent Goodloe-Johnson set goals and milestones for the school year. Each year, the Board measures Dr. Goodloe-Johnson's performance based upon achievement of this work.

Superintendent Performance: 2008-09

Dr. Goodloe-Johnson is a knowledgeable educator and a decisive and courageous leader. She has assembled a strong leadership team. Dr. Goodloe-Johnson provided Seattle Public Schools with leadership and focus in this first and foundational year of the implementation of *Excellence For All*. Most of this work on *Excellence For All* was achieved despite the challenges of recession/budget reduction and the volume of major initiatives undertaken this year.

We appreciate and value the Superintendent's systemic approach to both district reform and emergent challenges. The system-changing work included the closure of schools and relocation of programs to ensure greater equity of access; the creation of a new student assignment plan; the high school math textbook adoption; key program audits; the creation of metrics to measure academic performance; a balanced operating budget for 2009-10; and major changes to our administrative systems supporting our educational staff and programs.

The impact of this foundational work to improve academic achievement is expected and will be measured in future years. Some of the goals that were not accomplished were affected by external factors. For example, state science standards were not approved, so science alignment work will begin next year rather than this year as originally planned. The Board commends Superintendent Goodloe-Johnson on the progress that was made on the District's strategic plan to improve our school system, although we recognize that some of those work products are not yet visible to the public.

It is vital to the academic success of our students that our families and communities are informed, have confidence, and are engaged in support of Seattle Public Schools. Seattle supports its public schools, and values the opportunity to provide input. We acknowledge that we did not always meet expectations in this area, and accept the challenge for improvement. Dr. Goodloe-Johnson and the Board will work together to determine the level of parent and community engagement that is appropriate for actions under consideration. An example of successful public engagement was the process for school closures and programmatic changes. While some disagree with the outcome, many voices were solicited and heard during a structured

and iterative engagement process. We look to model this approach going forward, and more clearly and transparently utilize the District’s public engagement protocol.

The District’s managers and staff must hold themselves accountable for the achievement of academic excellence. Steps are being taken this year to strengthen our employee performance evaluation programs. When those programs are put into place they must be used to evaluate and hold our employees accountable for their support of student achievement, an area of systemic weakness today.

The Board of Directors and the Superintendent should continue to clarify our mutual expectations and roles as to governance, management and related communications. We must also continue to strengthen our relationship. The Directors should play the role of sounding board to the Superintendent to raise the interests and concerns of the public, parents and students in our efforts to achieve *Excellence For All*.

Implementation of Strategic Plan: *Excellence For All*

Each year the Directors evaluate the Superintendent and the District on implementation of agreed-upon strategies as well as overall district operations. In 2008-09, seven educational foundational strategies were targeted for implementation. The Directors scored progress against those strategies using the following rating system: Four (4): Outstanding/Excels; Three (3): Very competent/Exceeds Expectations; Two (2): Satisfactory/Meets Expectations; and One (1): Unsatisfactory/Needs Improvement.

Educational Foundational Strategy	Average Score
Ensure excellence in every classroom.	2.6
Strengthen leaders system-wide	2.5
Build an infrastructure that works well	3.5
Improve systems	3.0
Engage stakeholders	2.3
Improve SPS culture	3.5
Resources	3.8

Average scores of the qualitative assessments by the Directors of district operations are as follows:

Qualitative Assessments of District Operations	Average Score
Fiscal management	3.5
Curriculum and Instruction	2.0
Audit Responses	2.7
Capital Construction Program	2.4
Labor relations	2.75
Community Relations	3.25
Board/Superintendent Relations	2.8

Each quarter, Dr. Goodloe-Johnson provides the Board a report on the school district's progress on the performance objectives, and we meet to discuss that progress. The Superintendent has made adjustments based on Board input.

The Board of Directors evaluates the performance of Superintendent Goodloe-Johnson on an annual basis. Dr. Tom Payzant was asked to conduct this facilitated evaluation of both the Superintendent and the Board of Directors. Dr. Payzant interviewed each Director, Dr. Goodloe-Johnson and three members of her Executive Leadership Team. Dr. Payzant presented his evaluation reports to Dr. Goodloe-Johnson and the Board of Directors. Dr. Goodloe-Johnson also prepared a self evaluation which the Board considered.

The Executive Committee prepared this report for the Board of Directors and it is being presented in open session of the Board on June 17, 2009. The members of the Executive Committee are Michael DeBell, President, Steve Sundquist, Vice President and Sherry Carr, Member at Large.