

Seattle Public Schools
Superintendent Evaluation
November 2015

The Board has had the opportunity to work with the Superintendent for the last full year following his November 2014 evaluation. Over this past year, the Board is pleased to inform the students, parents, families, and staff of Seattle Public Schools that the Superintendent has met and, in some cases, exceeded the Board's expectations.

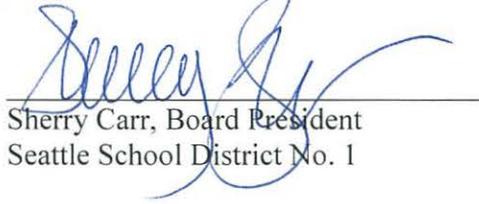
Having said that, and while the Board did not evaluate the Superintendent as "unsatisfactory" with respect to the any of the Strategic Plan goals against which he was evaluated over the past year, the Board likewise emphasizes that significant work remains to be done in order to fulfill the mission of Seattle Public Schools.

The Board appreciates the Superintendent's steady hand, calm demeanor, and deep leadership experience. He has stabilized the district's senior leadership and reduced the high turnover of recent years. Further, he has strategically reorganized central offices in order to better support long range progress. The Superintendent has demonstrated strong financial acumen and clear understanding of the financial issues facing the District. This, the first full year of Dr. Nyland's superintendency, was spent developing plans to achieve the Strategic Plan goals adopted in 2013. Notable progress toward these goals was made in "Closing Opportunity Gaps", an action plan for accelerating achievement of African American males and other students of color. The Superintendent is also to be commended for the progress in meeting 40/40 items in the R-CCAP and having OSPI issue a compliance determination for the 2014-15 school year of Level 2 (needs assistance), a marked improvement from a Level 4 (needs substantial intervention) two years ago.

Further progress requires extensive investment in relationships. The labor strike with SEA and events that followed represent a setback for Seattle Public Schools, and work must be done to restore the trust and confidence of our families. In addition, relationships with our legislators need to be nurtured in order to support their success toward amply funding K-12 education in Washington. The recent separation from the Alliance for Education provides an opportunity to take a more direct and proactive approach in working with, and gaining greater support from, the business community. This opportunity should be seized. The Superintendent also needs to ensure effective engagement with our educators in continuing to implement the improvements required by the Strategic Plan, as well as state and federal mandates. The Board expects the Superintendent to develop and

implement a strong communication strategy for both internal and external communications, and to design a senior leadership succession plan that will sustain progress in meeting the needs of current and future students.

Attached to this narrative is the 2014-15 Evaluation Rubric for Superintendent Larry Nyland. This narrative and the Evaluation Rubric were completed based on the Board of Directors' feedback.



Sherry Carr, Board President
Seattle School District No. 1

11/16/15

Date