

Seattle Public Schools
Superintendent Evaluation
June 2017

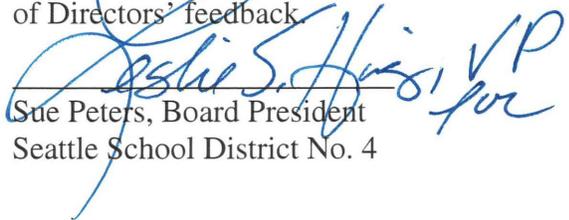
The current Board has now had the opportunity to work with Superintendent Nyland for a year and a half. Due to the shift in superintendent evaluation from November to June, the Board is evaluating only the last six months of the Superintendent's performance. This second full year of Dr. Nyland's superintendency was spent implementing plans to achieve the Strategic Goals adopted in 2013 and responding to new issues and challenges as they arose. The Board is pleased with the Superintendent's and staff's success in representing the district as a strong voice in Olympia during the current state budget impasse and subsequent crisis. These efforts aided in the delay of the levy cliff, and provided a strong foundation for proactive involvement with policy makers in the coming years. The Board also feels that there has been progress in the implementation of MTSS, and finds this goal met—the Superintendent and staff have successfully built a structure in which to move forward with MTSS.

However, the Board does not think the Superintendent has fully met the targets in the areas of Eliminating the Opportunity Gap, Engagement with Stakeholders, and Mapping the district. The Board understands that progress in closing the opportunity gap may be challenging to quantify, but the Board expects to see a clearly defined understanding of the investments the district is making on gap closure and how these investments are related to ameliorating the problem. This is a crucial area of work, and the Board will continue to push for a more cohesive operation, including the assembly of a Racial Equity Team at the central office. While falling short of the stakeholder goal, the Board feels that steady and encouraging progress is being made, and expects to see evidence of continued progress in the next goal cycle. Finally, there is still work to be done on mapping district programs. Although the mapping tool is rolling out, this is only the first step. The Board would like to see the results from the two active pilot programs and the linking of student outcomes to the program offerings.

For the 2017-2018 evaluation cycle, the Board has altered the evaluation process to add a professional practice SMART goal dedicated to evaluating the Superintendent's job performance outside the context of progress on district initiatives and in the realm of overall leadership. While the Board had found that the Superintendent met SMART goals 1 and 4, the Board feels that some of this success was achieved only through the insistence and initiative of the Board.

Notwithstanding the above, the Board believes that the Superintendent has advanced many of these SMART goals, and his quiet, consistent approach has been valuable in guiding the district on a path towards improvement. The Board looks forward to working with the Superintendent on his professional practice SMART goal, thereby increasing the smooth and efficient functioning of the district as well as shortening the length of time for implementation of district initiatives.

Attached to this Narrative is the 2016–2017 Evaluation Instrument for Superintendent Larry Nyland. This Narrative and the Evaluation Instrument were completed based on the Board of Directors' feedback.


Sue Peters, Board President
Seattle School District No. 4

06-29-17
Date