

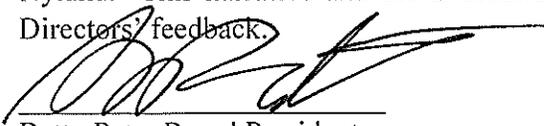
Seattle Public Schools
Superintendent Evaluation
November 2016

The current Board has had the opportunity to work with Superintendent Nyland for the last full year following his November 2015 evaluation. 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 especially pleased with the Superintendent's work in Special Education becoming OSPI compliant and meeting the MOU, and in the Early Hiring initiative. Notably, the Superintendent secured the return of \$2.5 million in withheld funding by bringing the District close to compliance with the Special Education MOU. The Superintendent smoothly effected a complete change in hiring timelines, which will better allow the District to attract the most qualified candidates as teachers, leaders, and staff during a national shortage of teachers. The Superintendent also rolled out a change in bell times that, while needing further adjustment, places the Seattle Public School District as a national leader on the issue of aligning school start times with student sleep patterns, as recommended by the American Academy of Pediatrics.

The Superintendent has not met his target in SMART goals 1 and 2: closing the achievement gap for African American males and other students of color. The increase in the discipline composite index and decrease in the school climate data is concerning. The Board understands that progress in this area may be difficult to quantify, but it expects the Superintendent to track results for effective gap closing strategies and the methods chosen—MTSS-A and MTSS-B—more consistently and comprehensively in the future. The Board is also eager to see any successful “targeted” approaches of this initiative applied to other groups of students in the district, as the stated theory of action intended. The Board has observed that there is still a lack of understanding surrounding this goal by teachers, staff, and families. To fully realize this goal, stronger visible leadership from the Superintendent is imperative. Despite significant investment, the course of implementation has not been thoroughly articulated, thus making it difficult to measure progress for this goal.

Notwithstanding the above, the Board believes that the Superintendent has made a number of positive changes during his tenure, and expects him to continue to do so in the future. His experience has been valuable in placing the District on a good path in various areas. In the coming year, the Superintendent should focus on results from, and critical analysis and prioritization of, the district's various initiatives. The Superintendent should also provide strong, visionary, and visible leadership for a growing, diverse district that faces many challenges and opportunities.

Attached to this narrative is the 2015–16 Evaluation Instrument for Superintendent Larry Nyland. This narrative and the Evaluation Instrument were completed based on the Board of Directors' feedback.


Betty Patu, Board President
Seattle School District No. 1

11-29-16
Date