

Superintendent Evaluation – Attachment 1

Performance Standard 1: Mission, Vision, and Goals

The superintendent works with the local school board to formulate and implement the school division’s mission, vision, and goals to promote student academic progress.

| ACPS 2020 KPI or Other | Indicator Description | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 |
|------------------------|---|---------|-----------|---------|-----------|---------|
| 1.11.2 | % of schools implementing a positive behavior intervention and supports system, including Responsive Classroom and restorative practices, which foster positive and respectful learning environments within the school as a learning community. | 74% | No Survey | 79% | No Survey | 82% |
| 4.1.1 | % of families and community members reporting that ACPS provides optimal learning environments (annual survey). | N/A | N/A | 54% | 48% | 62% |

Performance Standard 2: Planning and Assessment

The superintendent strategically gathers, analyzes, and uses a variety of data to guide planning and decision making consistent with established guidelines, policies, and procedures that result in student academic progress.

| ACPS 2020 KPI or Other | Indicator Description | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 |
|------------------------|---|---------|-----------|---------|-----------|---------|
| 3.2.1 | Teachers reporting on TELL Survey that professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices. | 56% | No Survey | 65% | No Survey | 70% |
| 3.2.2 | Teachers reporting that they collaborate to achieve consistency on how student work is assessed. | 70% | No Survey | 78% | No Survey | 81% |
| TELL 2.1.a | Teachers have time available to collaborate with colleagues. | 45% | No Survey | 63% | No Survey | 69% |
| TELL 7.1.a | The faculty and leadership have a shared vision. | 67% | No Survey | 76% | No Survey | 76% |

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Performance Standard 3: Instructional Leadership

The superintendent fosters the success of all teachers, staff, and students by ensuring the development, communication, implementation, and evaluation of effective teaching and learning that leads to student academic progress and school improvement.

| ACPS 2020 KPI or Other | Indicator Description | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 |
|------------------------|--|------------------------------------|------------------------------------|----------------------------------|----------------------------------|----------------------------------|
| 3.3.1 | First-year teachers reporting they received the support needed to be effective based on TELL Survey. | 62% | No Survey | 74% | No Survey | 73% |
| 3.3.2 | Professional development effectiveness as reported on TELL Survey. | 70% | No Survey | 76% | No Survey | 81% |
| 4.5.2 | Ratio of students to computers in each school. | ES - 3:1 MS - 2.5:1 HS - 1:1 | ES - 3:1 MS - 2.5:1 HS - 1:1 | ES - 2:1 MS - 2:1 HS - 1:1 | ES - 2:1 MS - 1:1 HS - 1:1 | ES - 2:1 MS - 1:1 HS - 1:1 |
| 4.5.4 | % of buildings with high speed Internet as measured by the Future Ready Schools' definition of "very high-bandwidth." | N/A | 16% | 42% | 63% | 85% |
| 6.2.1 | % of ACPS 2020 Scorecard KPI targets met or showing improvement on an annual basis. | N/A | N/A | 66% | 49% | 56% |
| 6.2.2 | % of schools and departments having completed annual plans by September | N/A | 100% | 100% | 100% | 62% |
| 6.2.2 | % of schools and departments having completed annual plans by September | N/A | 100% | 100% | 100% | 62% |
| TELL 7.1.a | The faculty and leadership have a shared vision. | 67% | No Survey | 76% | No Survey | 76% |
| TELL 8.1.d | Professional learning opportunities are aligned with the school's improvement plan. | 83% | No Survey | 85% | No Survey | 88% |
| TELL 9.1.e | Provided supports (i.e. instructional coaching, professional learning communities, etc.) translate to improvements in instructional practices by teachers. | 68% | No Survey | 71% | No Survey | 77% |

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Performance Standard 4: Organizational Leadership and Safety

The superintendent fosters the safety and success of all teachers, staff, and students by supporting, managing, and evaluating the division’s organization, operation, and use of resources.

| ACPS 2020 KPI or Other | Indicator Description | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 |
|---------------------------------------|---|----------------|----------------|----------------|----------------|----------------|
| 3.1.1 | % of full-time classroom positions filled with well-qualified teachers on the first day of school. | 99.1% | 99.4% | 99.6% | 99.1% | 98% |
| 3.1.6 | % of teachers retained by ACPS annually | 84% | 84% | 87% | 85% | 85% |
| 3.6.1 | % of eligible licensed staff evaluation processes completed on time | N/A | N/A | N/A | 81% | 84% |
| 3.6.2 | % of eligible support staff employees with documented evaluations completed on time | N/A | N/A | N/A | 75% | 69% |
| 6.1.1 | Number of major findings, defined as material weaknesses or significant deficiencies, identified in the comprehensive annual financial report audit. | 0 | 1 | 0 | 0 | 0 |
| 6.1.2 | C. Based on the approved budget at the time of Final School Board CIP Adoption, the number of major CIP projects reaching substantial completion within budget | 0 out of 0 | 5 out of 5 | 2 out of 2 | 1 out of 1 | 0 out of 0 |
| 6.3.1 | Number of functional and compliance reviews performed focusing on business practices, compliance with procedures, and/or organizational effectiveness and efficiency. | N/A | N/A | 3 | 1 | 2 |
| 6.3.2 | Implementation of recommendations from functional and compliance reviews within timelines agreed in management responses. | N/A | N/A | N/A | 100% | 91% |

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Performance Standard 5: Communication and Community Relations

The superintendent fosters the success of all students through effective communication with stakeholders.

| ACPS 2020 KPI or Other | Indicator Description | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 |
|---------------------------------------|--|----------------|----------------|----------------|----------------|----------------|
| 1.9.1A | % of faculty TELL survey results reflecting positive answers by respondents about indicators of organizational culture. | 57% | No Survey | 67% | No Survey | 67% |
| 2.2.1 | % of families reporting that there is mutual respect and trust between ACPS and the community (annual survey) | N/A | 67% | 63% | 76% | 70% |
| 2.5.1 | % of families and community members reporting that they can easily obtain information about ACPS services and activities (annual survey). | N/A | N/A | 82% | 74% | 81% |
| 2.5.2A | Number of community members and parents/guardians being sent information about ACPS services and activities through email newsletters. | 2,000 | 2,500 | 7,849 | 11,068 | 13,263 |
| 2.5.2B | B. Number of community members and parents/guardians being sent information about ACPS services and activities through social media. | 4,730 | 10,658 | 21,067 | 31,385 | 41,142 |
| ACPS 2020 Survey | ACPS offers opportunities for public input before making decisions. | N/A | N/A | 78% | 76% | 85% |
| Customer Relations | Establishing a streamlined customer relations management system for delivering information including crisis communications and feedback from stakeholders. | N/A | N/A | N/A | N/A | N/A |

Performance Standard 6: Professionalism

The superintendent fosters the success of teachers, staff, and students by demonstrating professional standards and ethics, engaging in continuous professional development, and contributing to the profession.

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Performance Standard 7: Division-wide Student Academic Progress

The superintendent's leadership results in acceptable, measurable division-wide student academic progress based on established standards.

| ACPS 2020 KPI or Other | Indicator Description | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 |
|---------------------------------------|--|----------------|----------------|----------------|----------------|----------------|
| 1.1.8 | <i>VA on-time graduation rates for all students.</i> | 84% | 80% | 82% | 83% | 81% |
| 1.2.3 | % On-time graduation rate – SWD | 82% | 81% | 86% | 90% | 83% |
| 1.2.3 | % On-time graduation rate – EL students | 72% | 60% | 68% | 74% | 63% |
| 1.2.3 | % On-time graduation rate – Black students | 86% | 81% | 85% | 88% | 90% |
| 1.2.3 | % On-time graduation rate – Hispanic students | 75% | 67% | 71% | 73% | 64% |
| 1.2.3 | % On-time graduation rate – White students | 94% | 92% | 93% | 94% | 94% |
| Other | Ratio of fully accredited schools to all schools | 13:19 | 11:16 | 12:16 | 11:16 | 12:16 |