

Date: April 6, 2017
For ACTION ____
For INFORMATION _____
Board Agenda: Yes ____
No _____

FROM: The Honorable Ramee A. Gentry, Chair, and
Members of the Alexandria City School Board

TO: Alvin L. Crawley, Ed.D., Superintendent of Schools

TOPIC: Explanation of Superintendent Review Process and Revised Review Template

SUMMARY: Alexandria City School Board Superintendent Review Process/Approach

In the spring of 2017, the School Board, after consultation with Dr. Crawley, elected to revise the standards, format, and ratings scale used for the Superintendent Evaluation during the 2015-16 school year. This framework still relies on the Virginia Department of Education's *Guidelines for Uniform Performance Standards and Evaluation Criteria for Superintendents*, but has streamlined the evaluation by reducing the number of performance indicators. It includes seven performance standards, with separate scores for each indicator. It also includes narrative feedback under the completed standard using the heading *Areas of Strength* and *Areas Needing Work/Strategies for Improving Performance*.

The Rating Scale

Each Board Member rated the Superintendent in seven different performance standards. Each performance standard has several different performance indicators. Each Board Member gave the Superintendent one of four ratings for each performance indicator.

The rating scale is the following:

- Exemplary is worth 4 points.
- Proficient is worth 3 points.
- Developing/Needs Improvement is worth 2 points.
- Unacceptable is worth 1 point.

RECOMMENDATION: Approve the revised Superintendent Review Template

ATTACHMENTS: Revised Superintendent Review Template