

BOARD MEMO

Date: January 6, 2022

For ACTION

For INFORMATION

Board Agenda: Yes

No

FROM: Meagan L. Alderton, Chair, Alexandria City School Board
THROUGH: Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools
TO: Members of the Alexandria City School Board
TOPIC: Superintendent’s Evaluation Criteria Development Committee

ACPS 2025 STRATEGIC PLAN GOAL:

- Goal 1: Systemic Alignment
- Goal 2: Instructional Excellence
- Goal 3: Student Accessibility and Support

FY 2022 BUDGET PRIORITY:

- Implementation of 2025 Strategic Plan
- Implementation of Equity Audit of School Board Policies
- K-4 Literacy Continued Implementation
- Reduce Disproportionality in TAG and Advanced Courses

SUMMARY:

In April 2019, The Alexandria City School Board created the Superintendent’s Evaluation Criteria Development Committee, an ad hoc committee whose purpose is to review and develop the Superintendent’s Evaluation instrument in accordance with [Policy BCE: School Board Committees](#).

On January 4, 2022, new Board Members were inducted to the Alexandria City School Board and the following Board Members are recommended to serve on this committee filling slots vacated by former Board Members:

- Meagan Alderton
- Willie F. Bailey Sr.
- Tammy Ignacio

BACKGROUND:

In April 2019, the School Board determined that it wanted to revisit and develop updated performance criteria for the Superintendent’s evaluation and formed the Superintendent’s Evaluation Criteria Development Committee. Policy BCE grants the School Board the authority to appoint an ad hoc Committee to accomplish this.

BOARD MEMO

In accordance with Virginia Department of Education (VDOE) Policy CBG-1, local school boards must evaluate the Division Superintendent annually. The Alexandria City School Board elected to use the *Guide for Uniform Performance Standards and Evaluation Criteria for Superintendents*, created by the VDOE which allows local school boards to adopt the evaluation system “as is” or make adjustments tailored to a specific school division’s needs.

The Superintendent Evaluation Criteria Development Committee initially met on May 29, 2019 to develop a work plan for evaluating and updating the Superintendent evaluation instrument. The new instrument was adopted on November 14, 2019. The Board approved modifications to the evaluation instrument in May 29 and November 12, 2020, that removed or modified metrics that would have been used to evaluate the Superintendent but were no longer available due to the COVID-19 pandemic and the closure of ACPS Schools. Since that time, additional metrics and modifications have been made to meet the needs of the Superintendent’s evaluation.

RECOMMENDATION:

The Chair recommends that the School Board appoint Board Members Meagan Alderton, Willie Bailey, and Tammy Ignacio to serve on the Superintendent’s Evaluation Criteria Development Committee.

CONTACT: Meagan L. Alderton, meagan.alderton@acps.k12.va.us