



## School Board/Superintendent Performance Assessment

### Part 2: Division-wide Student Achievement Progress

The Superintendent and Board's selected goals and actions will result in acceptable and measureable progress in student performance.

Based on data contained in the *State of the Division* report, the School Board will rate its performance on Division-wide student academic progress using the following rubric:

#### *Impact Rubric*

<b>Exemplary:</b>	The School Board and Superintendent performing at this level maintains performance, accomplishments, and behaviors that consistently and considerably surpass the established performance standard and does so in a manner that exemplifies the Division's mission and goals. This rating is reserved for performance that is truly exemplary and is demonstrated with significant student academic progress. Work done by a School Board and Superintendent at this level brings state or national recognition to the Division and / or the ACPS Division.
<b>Accomplished:</b>	The School Board and Superintendent performing at this level maintains performance, accomplishments, and behaviors that consistently surpass the established performance standard and does so in a manner that advances the Division's mission and goals. This rating is reserved for performance that is demonstrated with significant student academic progress above what is expected/projected.
<b>Proficient:</b>	The School Board and Superintendent meets the performance standard in a manner that is consistent with the Division's mission and goals and has a positive impact on student academic progress.
<b>Developing/Needs Improvement:</b>	The School Board and Superintendent is starting to exhibit desirable traits related to the standard, but has not yet reached the full level of proficiency expected or the School Board and Superintendent's performance is lacking in a particular area. The School Board and Superintendent often perform less than required in the established performance standard or in a manner that is inconsistent with the Division's mission and goals and results in below average student academic progress.
<b>Unacceptable:</b>	The School Board and Superintendent consistently performs below the established performance standard or in a manner that is inconsistent with the Division's mission and goals and results in minimal student academic progress.

Based on data contained in the *State of the Division* report, the School Board will rate its performance on Division-wide student academic progress

Accomplished – 2  
Proficient – 2  
Proficient/Developing/Needs Improvement: 1  
Unacceptable – 1

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Comments:

- The jury is still out on academic progress.
- We have failed as a board to define the key metrics that we value and want to measure our division by. The state of the division report is a collection of data. It should provide a focus that drives division improvement.
- This is such a broad topic to address via one ranking. I feel like it needs to be broken down. There are some areas in which we do well and there are others where we are struggling (equity dashboard illustrates a lot and honestly is unacceptable on many fronts...students identified as gifted, students with disabilities, students suspended out of school). There are different metrics that people use to qualify academic progress. There are areas in which we are accomplished and others that are developing.

Where you rank us in total I guess depends on how you personally balance concerns. I think it is fair to say we are proficient in totality but I think that we have areas that need improvement and I don't want to neglect to mention them in favor of an overriding ranking. Our students have shown wonderful academic progress but we are not serving them all the same and I do not see data that reflects adequate growth for all segments of the population or schools.

- The Division is doing a great job in many areas but there is still room for improvement. I do not believe that we meet the criteria for the "Accomplished" rating here: "This rating is reserved for performance that is demonstrated with significant student academic progress above what is expected/ projected.
- We continue to demonstrate why we are one of the top ten divisions within the Commonwealth, serving our students without the \$92 million in modernization.