

The 2022-2023 Tulsa Public Schools superintendent evaluation process is intended to 1) clearly outline performance expectations and success criteria, and 2) facilitate the objective assessment of the superintendent’s performance by the Board of Education. Designed in close alignment with the principles outlined in the Council of Great City Schools’ *Student Outcomes Focused Governance Framework*, the process and accompanying instrument reflect the Board of Education’s approved goals and guardrails.

PROCESS

The process outlined herein will be used for evaluating the superintendent’s performance throughout the 2022-2023 school year, culminating in an annual performance assessment in October 2023. Given that this is a new performance management tool, the Board and superintendent will review the process after a full cycle has been completed (Fall 2023) and make recommendations for any necessary improvements.

Timeline	Action
August 2022-June 2023	<ul style="list-style-type: none"> Board reviews <u>monthly</u> data reports per monitoring schedule.
September 2023	<ul style="list-style-type: none"> Data team compiles final 2022-2023 data to be included in the Superintendent’s evaluation. Superintendent completes self-evaluation reflection, with a focus on areas of strength and areas for growth.
October 2023	2022-2023 Superintendent Evaluation <ul style="list-style-type: none"> Superintendent shares self-evaluation with the Board. Executive Session: Board meets to review superintendent’s self-evaluation, final evaluation instrument, and 2022-2023 monitoring reports. The superintendent will then join the executive session to discuss results, areas of strength, and areas of growth. Open session: Board votes on superintendent’s contract extension and/or contract amendment.

SUPERINTENDENT EVALUATION SCORING

After all 2022-2023 data has been compiled for the final evaluation instrument, the following steps will be used for scoring.

STEP 1: Rating of individual metrics

- As part of the district’s goal monitoring reports, each metric’s actual value will be calculated and reported. Subsequently, each metric will be given a rating based on the thresholds described below:

Metric Rating	On track	Approaching	Off track
Threshold	actuals are equal to or greater than 95% of the school year target and at least as high as the baseline	actuals are equal to or greater than 85% and below 95% of the school year target	actuals are less than 85% of the school year target

- An overarching goal/guardrail is deemed “on track” if either the annual school year target is on track OR if at least 2 of its interim goals/guardrails are rated on track.

STEP 2: Calculating scores

- a. Performance ratings will be calculated using a weighted point system, based on the “on track” goals, guardrails or measures. No points will be awarded for measures rated “approaching” or “off-track”.
- b. For purposes of the superintendent’s performance evaluation, goals are weighted more heavily than guardrails, given their direct impact on student outcomes.

Metric weights

Category	Weight	# of metrics	Points per on-track metric	Total possible points
Goals	50%	3	16.67	50
Guardrails	44%	5	8.88	44
Other	6%	2	3	6
Total	100%	10	-	100 pts.

STEP 3: Determining performance ratings

- a. Once all “on-track” metrics have been scored according to their corresponding weight, add the number of points to determine the overall performance rating.

Total Points	90-100	70-89	60-69	59 or less
Performance Rating	Exceed expectations	Meets expectations	Partially meets expectations	Does not meet expectations

2022-2023 SUPERINTENDENT EVALUATION

[*Please refer to the overview document for full instructions](#)

RATINGS:

Each metric will be given a rating based on the thresholds below. A goal/guardrail is deemed “On track” if either the annual SY target is on track OR if at least 2 interim goals/guardrails are rated on track:

A metric is “**on track**” if actuals are equal to or greater than 95% of SY target and at least as high as the baseline

A metric is “**approaching**” if actuals are equal to or greater than 85% and below 95% of SY target

A metric is “**off track**” if actuals are less than 85% of SY targets

Goals					
	Baseline	SY23 Target	SY23 Actual	On track, Approaching or Off track	*Points
Goal 1: The percentage of K-5 students who are economically disadvantaged who are at/above the national 50th percentile in reading on MAP will increase from 23% in May 2022 to 37% by May 2027.	0.23	0.24			
Interim Goal 1.1: Percentage of economically disadvantaged K-5 students meeting their projected reading growth on MAP will increase from 33% in May 2022 to 45% by May 2027	0.33	0.35			
Interim Goal 1.2: Percentage of K-3 students who have demonstrated grade-level appropriate foundational reading skills (based on MAP fluency assessment) will increase from 30% in May 2022 to Y% in May 2027	We will begin to report on Interim Goal 1.2: MAP Fluency once NWEA has developed national benchmarks for this assessment; we are expecting this to occur within the next two years.				
Interim Goal 1.3: Percentage of K-5 multilingual learner students meeting their annual English language proficiency growth targets on the ACCESS 2.0 language proficiency assessment will increase from 32% in May 2021 to 45% by May 2026.	0.32	0.35			
Goal 2: The percentage of 6-8 students who are economically disadvantaged who are at/above the national 50th percentile in reading on MAP will increase from 22% in May 2022 to 36% by May 2027.	0.22	0.23			
Interim Goal 2.1: Percentage of economically disadvantaged 6-8 students meeting their projected reading growth on MAP will increase from 37% in January 2020 to 45% by May 2027	0.37	0.37			
Interim Goal 2.2: Percentage of 6-8 multilingual learner students meeting their annual English language proficiency growth targets on the ACCESS 2.0 language proficiency assessment will increase from 19% in May 2021 to 25% by May 2026.	0.19	0.20			
Goal 3: The percentage of graduates earning post secondary credits and qualifying credentials will increase from 43% in May 2022 to 54% by May 2027.	0.43	0.47			
Interim Goal 3.1: Percentage of 9th, 10th, 11th, and 12th graders “on track” for College and Career Readiness diploma will increase from 39% in May 2022 to 49% in May 2027.	0.39	0.39			
Interim Goal 3.2: Percentage of 10th-12th graders who meet the assessment requirements for enrolling concurrently in college and career tech courses from postsecondary institutions will increase from 19% in May 2022 to 32% in May 2027.	0.19	0.20			
Interim Goal 3.3: Percentage of 12th grade students who complete FAFSA or other approved financial aid application will increase from 36% in May 2022 to 70% in May 2027.	0.36	0.43			

Guardrails					
	Baseline	SY23 Target	SY23 Actual	On track, Approaching or Off track	*Points
Guardrail 1: The superintendent will not allow the ineffective implementation of social emotional learning strategies that support effective teaching and learning in a safe, inclusive climate and culture.					
Interim Guardrail 1.1: The percentage of students' favorable responses about their sense of belonging will increase from 38% in April 2022 to 41% (grades 6-12) in April 2027.	0.38	0.38			
Interim Guardrail 1.2: The percentage of classrooms observed implementing consistent, effective social and emotional teaching practices will increase from 27% in May 2022 to 80% in May 2027.	0.27	0.38			
Interim Guardrail 1.3: The percentage of high school teachers receiving district training on positive youth development will increase from 0% in May 2022 to 80% in May 2023.	0.00	0.80			
Guardrail 2: The superintendent will not cause or allow conditions, practices, or procedures that are inequitable for students.					
Interim Guardrail 2.1: The percentage of bilingual or multilingual staff and staff of color will increase from 49% in June 2022 to 52% in May 2027	0.49	0.49			
Interim Guardrail 2.2: Disproportionate suspension rates for black students will decrease from 1.89X higher than the overall average suspension rate for all students in May 2022 to no more than 1.65X higher in May 2027.	1.89	1.88			
Interim Guardrail 2.3: The percentage of transitional grade students (5th and 8th graders) who participate in the school choice process will increase from 60% in February 2022 to 75% in February 2027	0.60	0.63			
Guardrail 3: The superintendent will not deny any secondary students who have met relevant pre-requisite requirements access to curriculum offerings within Tulsa Public Schools.					
Interim Guardrail 3.1: The percentage of PSAT-designated AP-ready students enrolled in AP courses will increase from 58% in May 2022 to 65% in May 2027.	0.58	0.59			
Interim Guardrail 3.2: The percentage of juniors/seniors enrolled in Tulsa Tech, TCC, or AP/IB courses will increase from 36% in May 2022 to 52% by May 2027.	0.36	0.39			
Interim Guardrail 3.3: The percentage of high schools implementing shared, cross-site courses for students will increase from 0% in May 2022 to 50% in May 2023	0.00	0.50			
Guardrail 4: The supt will not allow the district to be in state corrective action regarding services to students with disabilities, including proper and timely identification.					
Interim Guardrail 4.1: Percentage of children who are evaluated and whose eligibility for special education services is determined within 45 school days of parent consent will increase from 89% in June 2021 to 95% in June 2026.	0.89	0.90			

Interim Guardrail 4.2: Long-term suspensions or expulsions (10 days or longer) of students with disabilities will decrease from 2.1x higher than the statewide average in June 2020 to no more than 1.5x higher in June 2026.	2.10	2.08			
Interim Guardrail 4.3: Families acknowledging receipt of accessible and timely information about special education rights, process, and services will increase from 40% in August 2021 to 75% in August 2027.	0.40	0.54			
Guardrail 5: The superintendent will not allow students to graduate high school without practical, hands-on life skill experiences.					
Interim Guardrail 5.1: The percentage of 9th-12th grade students that participate in a hands-on financial literacy experience will increase from 0% in May 2022 to 55% in May 2027.	0.00	0.11			
Interim Guardrail 5.2: Percentage of 9th-12th grader students completing their yearly Individual Career Academic Plan required benchmarks will increase from 23% in May 2022 to 75% by May 2027.	0.23	0.33			
Other Measures of Success					
Financial management goals (Scored as "YES/NO" metrics. Points will only be awarded if metrics are achieved)				Achieved (YES/NO)	*Points
Unmodified opinion in the independent annual audit required by State law (for the prior fiscal year)					
Hold a fund balance that is at least 7% of new revenue for the fiscal year					
Total points					

0