

**Administrator:**

Dr. Dianne Kelly

**Name**



**Signature**

2/7/2017

**Date**

Overall Analysis (See next page for assessment of progress on each goal.): The goals identified as part of the superintendent evaluation process are consistent with those created as part of the District Improvement Plan. The strategy outlined in the District Improvement Plan is moving forward, with progress being made in all goal areas. Critical to this progress is the ongoing development of current administrators, and the recruitment of new administrators, so that we have a highly dedicated and skilled leadership team, district and building based, to lead this work. The ongoing development of this group has provided the foundation which supported the creation of a cohesive plan for reform, rather than discreet interventions.

The goals that were agreed upon in September are well on track and progressing. The purpose of the mid-cycle is for the committee to hear progress on the goals and for the team to decide if goals need to be revised before the evaluation is complete.

### **Standard I – PROFICIENT**

Comments:

1. Dr. K continues to display exemplary performance in this area. Her work in the areas of teaching all students & assessment is evidence of this.
2. Dr. Kelly has communicated more evidence this year. There is more of a need for more reliable means for school committee members to indicate the full measure of the administrative effectiveness. Perhaps the Staff Survey will be sizable to measure her goals for the End-of-Cycle Summative Evaluation Report. Also in fairness to the Superintendent it would be beneficial for the School Committee to attend a workshop regarding the evaluation process.

### **Standard II – PROFICIENT**

Comments:

1. Dr. K continues her work as an outstanding representative of the RPS. This is seen in her work to influence policy at the state level, particularly as it relates to funding. She is knowledgeable of fiscal systems & management & this is supported by her management of a very challenging fiscal year budget

2. Dr. Kelly has prioritized and makes the budget and policy effective for student learning. We still need to work on accountability and transparency, as well as efficiencies in areas of collective bargaining and budgeting. Progress has been made in complying with district policies, rather than relying on past practice.

### Standard III – PROFICIENT

#### Comments

1. Dr. K's goal of building community has increased parent engagement across the district. Schools are also engaging in this important work as demonstrated by the School Improvement Plans.
2. Outreach has improved! While we believe that Dr. Kelly is proficient in this area I would like to see in next year's goals, more work on how to better engage the community in solutions and improving not just getting info out to the community & parents, but collecting it and taking in suggestions. The improvements to the district website need to filter down to individual schools, departments, school committee so that information on each school's website is easily found and parents can easily navigate from one school to another. We need to have more public forums on the schools, the curriculum, and changes in education to educate and bring in parents and community members

### Standard IV – PROFICIENT

1. Dr. K articulates a clear vision for the RPS. She continues to demonstrate a commitment to high standards and communicates this effectively.
2. Dr. Kelly has effective communication skills. She has high standards and believes in her administration and they work as a team. As a committee, it would be helpful to see semi-annual teacher input on needs as a system, as well as formal strategic planning sessions and examples. This is improving however as seen recently in the meetings and requests for ideas such as forming the RELB committees to allow teachers to have some voice in their own professional development offerings. On our most pressing issue—the strain that our increasing enrollment is placing on our schools—the Superintendent needs to show forward thinking by welcoming an ad hoc committee to begin to strategize on how to get the community on board. We are still at the beginning of this process. It is our hope that the decisions will be made in an open and transparent matter, with input from all stakeholders.

**The Proficient Rating given in Dr. Kelly's Mid-Cycle Goals Progress Report is a successful due to the quality teamwork of her and her administration.**

# Mid-Cycle Goals Progress Report

Goal(s)	Description	Comments	On Target	Off Target	Not Started
<b>Professional Practice</b>					
1	<b>Building Community</b> 1. Create venues to see the work of our school district 2. Expand the current mentor program. 3. Partner w/parents to develop a lecture series 4. 12/16 replace RPS website	<p>Building Community is the 1st year to the 5 year plan. The School Committee is in agreement that making efforts to keep the community informed needs to be a priority! Inviting parents and the community to "ALL" showcases will allow them to see what makes our schools great! The use of Channel 22 will also be an asset to getting the message out.</p> <p>The mentor program for administration is a great start but we need to keep steadfast on all educators' mentor programs!</p> <p>There is a commitment in bringing parent's voices to the City-wide PTO meetings and great workshops have been offered. Unfortunately attendance has been weakening and whether it is due to time, place or subject it needs to be looked at and perhaps reinvented.</p> <p>The new website should come to fruition within a couple of weeks. Hopefully this will be a large piece to the puzzle of "building community" within the RPS district and community.</p>	☒	<input type="checkbox"/>	<input type="checkbox"/>
<b>Student Learning</b>					
2	<b>"Teaching All Students"</b> 1. Work w/the ELL Dept. to increase # Progress Reports to Parents 2. PD on ways to deal w/student issues 3. Increase opportunities for Student Voice 4. PD on Growth Mindsets	<p>"Teaching All Students" is still in the early stages of ELL Progress Reports, Growth Mindsets, and Student Voice. Only time will tell if these approaches will decrease suspensions &amp; retentions across the district by 15%</p>	☒	<input type="checkbox"/>	<input type="checkbox"/>

<b>School Improvement</b>					
3	<b>Assessment of &amp; assessment for student learning</b> 1. Create a district wide Core Values statement on assessment & grading 2. Complete a comprehensive study of RPS assessment/grading structure 3. Provide PD on effective assessment & grading	Hopefully this goal will improve how, why, and when student learning will be assessed. A variety of evidence has been distributed to The Revere School Committee. This evidence covers Core Beliefs, Grading Practices, Meeting Dates, Subcommittee Agendas, Objectives, MSTV Enrollment.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>