

# End-of-Cycle Summative Evaluation Report: Superintendent



**Superintendent:** Dr Dianne Kelly \_\_\_\_\_  
**Evaluator:** Revere School Committee \_\_\_\_\_ 7/25/17 \_\_\_\_\_  
**Name** **Signature** **Date**

## Step 1: Assess Progress Toward Goals (Complete page 3 first; check one for each set of goal[s].)

Professional Practice Goal(s)	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Some Progress	<input type="checkbox"/> Significant Progress	<input checked="" type="checkbox"/> Met	<input type="checkbox"/> Exceeded
Student Learning Goal(s)	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Some Progress	<input type="checkbox"/> Significant Progress	<input checked="" type="checkbox"/> Met	<input type="checkbox"/> Exceeded
District Improvement Goal(s)	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Some Progress	<input type="checkbox"/> Significant Progress	<input checked="" type="checkbox"/> Met	<input type="checkbox"/> Exceeded

## Step 2: Assess Performance on Standards (Complete pages 4–7 first; then check one box for each standard.)

### Indicators

**Unsatisfactory** = Performance on a standard or overall has not significantly improved following a rating of *Needs Improvement*, or performance is consistently below the requirements of a standard or overall and is considered inadequate, or both.

**Needs Improvement/Developing** = Performance on a standard or overall is below the requirements of a standard or overall but is not considered to be Unsatisfactory at the time. Improvement is necessary and expected. *For new superintendents, performance is on track to achieve proficiency within three years.*

**Proficient** = *Proficient* practice is understood to be fully satisfactory. *This is the rigorous expected level of performance.*

**Exemplary** = A rating of *Exemplary* indicates that practice significantly exceeds *Proficient* and could serve as a model of practice regionally or statewide.

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
Standard I: Instructional Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Standard II: Management and Operations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Standard III: Family and Community Engagement	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Standard IV: Professional Culture	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

# End-of-Cycle Summative Evaluation Report: Superintendent

## Step 3: Rate Overall Summative Performance (*Based on Step 1 and Step 2 ratings; check one.*)

Unsatisfactory

Needs Improvement

Proficient

Exemplary

## Step 4: Rate Impact on Student Learning (*Check only one.*)

Low <input type="checkbox"/>	Moderate <input type="checkbox"/>	High <input checked="" type="checkbox"/>
---------------------------------	--------------------------------------	---

## Step 5: Add Evaluator Comments

Comments and analysis are recommended for any rating but are required for an overall summative rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory* or Impact on Student Learning rating of *high* or *low*.

### Comments:

In compliance with the Massachusetts Educator Appraisal System, each School Committee member must conduct annually a public review of the performance of the school district's Superintendent of Schools. The School Committee must produce an evaluation report and then work with the Superintendent to define or refine the Superintendent's Annual Performance Plan and Goals for the next school year. Today we are reporting on the End-of-Cycle Evaluation for Dr. Dianne Kelly. The evaluation process includes two parts. This document represents the Summary of the Revere School Committee's evaluation of the Superintendent. It takes into account each of the individual School Committee member evaluations, presentations delivered during the school year, as well as the Staff Survey.

Part 1 is comprised of assessing Dr. Kelly's progress toward achieving each of her three goals. Previously, the School Committee approved her goals; one each in the areas of Professional Practice, Student Learning and District Improvement. Progress toward each goal is rated one of the following: exceeded, met, significant progress, some progress, or did not meet.

- We feel Dr. Kelly has met her Professional Practice Goal of building community. This is being done by creating venues to showcase the work of the district & expanding the mentor program. Parents who have participated in the lecture series have truly appreciated them and also look forward to future ones. There has also been significant work done to replace our current website which will enable not only our families but the community to learn about the wonderful work going on in our district, have policy & procedures at their fingertips or even

search for employment in RPS. With the work of Dr Kelly and the ELL Dept. they have been able to increase the # of progress reports. The increase of professional development for Growth Mindset and SEL have also been beneficial to all or students.

- In regard to her District Improvement Goal, Dr. Kelly has again shown significant progress. Dr Kelly leads RPS with knowledge and authority. Although student achievement is always at the fore front of a superintendent's goal, Dr Kelly has also put a great concentration on community building and on assessments **of** and **for** all students. The Superintendent has built a learning environment in the RPS that sets high expectations for the whole, but is at the same time tailored to individual students and their needs. PD and training with CBL, PBA's Mastery Connect, and MSLV will assist our student's individual needs. In an urban school district such as ours, there are different challenges in meeting those goals, but the Superintendent has made progress to meet this goal.

Part 2: For this part of the evaluation, the School Committee assesses Dr. Kelly's performance on each of four Standards identified for effective practice by the Department of Elementary and Secondary Education (DESE). Each standard is rated one of the following: unsatisfactory, needs improvement, proficient, or exemplary.

### **Standard I Instructional Leadership.**

#### **Individual Comments**

- "Dr. Kelly is generally an exemplary educational leader. Her decision to delegate leadership throughout the district has led to great teamwork between our teachers and administrators. These groups are under the new Revere Educators Leadership Board."
- "Dr Kelly works closely w/the leadership team of the 5 DP & admin. to ensure rigorous aligned curriculum. She uses data from multiple stakeholders such as teachers, administrators, & district assessment data to make informed decisions."
- "Dr Kelly empowers administrators through cabinet meetings & other venues, and models such empowerment to teachers through administrators."

## **Standard II is Management and Operations.**

### **Individual Comments**

- “Dr Kelly acts as a knowledgeable & caring supervisor of all systems. Supports staff through RELB & PD. Works well w/Business Manager to address needs.”
- “Not sure and would like insight on where some or how administrators are chosen.”
- “Fights for RPS schools on city, state, & federal levels.”
- “Dr Kelly has worked tirelessly during this difficult budget year, working with local politicians, superintendents, DESE, DOE to successfully make up the budget shortfall.”
- “Dr Kelly understands how surrounding herself with competent staff helps to achieve success throughout the district.”

## **Standard III is Family and Community Engagement.**

### **Individual Comments**

- “Dr Kelly is available to all stakeholders. She will engage in meaningful discussion to support the Mission of RPS. We have made great strides in sharing info that will allow for more forums on the schools, the curriculum, & changes in education to educate and bring in parents & community members.”
- “Dr Kelly continues to promote family and community engagement. She has shared student work by inviting parents and community members to academic showcases as well as arranging student presentations at School Committee meetings.”
- “Would like meetings at more convenient times to allow public to attend.”
- “Has added opportunities for parents to engage in their children’s school experience PTO meetings, various showcases throughout the city & breakfast with parents.”

## **Standard IV is Professional Culture**

### **Individual Comments**

- “Excellent, skilled, core values, excellent negotiator with conflict resolution with unions.”
- “Improvements have been made with communicating with the school committee. Does not react well to disagreement”
- “Dr Kelly continues to model her commitment to high standards. She recognizes the diverse background of our community and has organized the cultural competency training for teachers and administrators. Dr Kelly also applies a variety of strategies to manage conflict resolution.”
- “Dr Kelly has very effective communication skills. She has high standards and believes in her staff and fosters teamwork and excellence. As a committee (IMO) it would be helpful to see semiannual teacher input on needs as a system as well as formal strategic planning sessions and examples believe these currently do happen, we just don’t always know or see them. It helps in the ability to have input in our system.”
- “Dr. Kelly has continued to improve on the areas that have been identified and rated as needing improvement. I personally rated her as “needs improvement” in communication on the midterm report. The recent work Dr. Kelly has done around communication-including a letter we co-authored to families about the “Travel Ban” has been strong and I know Dr. Kelly will continue doing a tremendous job for the City of Revere.”

**In summary, the Revere School Committee is pleased to work with Dr. Kelly. She has met her goals and collectively, we have given her a rating of Proficient. We look forward to seeing how she wants to take them to the next level.**

**Stacey A Rizzo,**

**Vice Chair**