

REPORT OF COMMITTEE

Ad Hoc Superintendent Evaluation Tool Review Committee Meeting

Monday, February 6, 2017

Rev. Lyman S. Parks Administration Building, Room 301

5:00 p.m.

Present: Mr. Ross – Chairperson, Dr. Baker, and Ms. Grant

Staff: Sharron Pitts and Erich Harmsen

Public Comment

None

Superintendent Evaluation Tool Review

The committee had two evaluation tools to review. Mr. Ross shared that he was leaning toward the School Advance Tool which he had shared with the committee via e-mail. He felt this provided some consistency with the administrator evaluation. Mr. Ross had contacted MASA regarding training in the evaluation process. There is a cost and MASA recommends that the Vice President and the Superintendent attend training and then bring it to the full board. The committee will get clarification on the cost of training through School Advance. Mr. Ross stated there was no cost for MASB as we are members. Mr. Ross shared that there is a trainer for School Advance, Ms. Tina Kerr, who would be available at 5:30 p.m. today to discuss any questions. We were unsuccessful in reaching her so Mr. Ross said he would send her the committee's questions and will share her responses with the committee.

Mr. Harmsen said he would check with KISD to see if they offer any training in the area of the superintendent evaluation process as they have a grant that provides dollars for trainings that they provide to districts. Ms. Pitts shared that when she looked over the School Advance Tool to what we use for our administrator evaluation it did not seem to have a lot of overlap. She did not go to deep into the comparison. She reviewed the summative piece. Ms. Grant wanted to remind the committee that we need to make sure we evaluate the superintendent only on her duties. In looking at the domains we want it to align with what the staff is evaluated on and keeping in mind they do two different things. Ms. Pitts shared that the state gave state approved options for principal's tools. The state does not recommend what to use for the superintendent tool. The superintendent evaluation tool must be validated.

Mr. Ross wanted to clarify the questions the committee have for the Ms. Kerr.

- Cost - \$5200
- Other districts who have used this tools
- Can we make edits
- What are the student growth recommendations
- Is this Doug Reeves referred to on your footnote

Ms. Grant asked that we do a list of what we do like and dislike in each tool we are reviewing. Mr. Ross shared that with the School Advance you look at the four domains and not the results domain. Dr. Baker has a concern regarding how to obtain a real measure of student growth in the evaluation. Mr. Ross shared that we will need to have multiple measures for student growth. After conversation the committee felt that School Advance tool is the better choice. There seems to be more flexibility in this tool. It was shared that MASB does charge for training. It is not free because we are members.

The committee would like to invite David Stuit to come to the meeting on February 20, 2017 at 5:00 p.m. to discuss and gain clarification around growth measurement. Some of the student growth measures could be graduation rates, state approved assessments, improve outcome data for all sub-groups, MAP, SAT, PSAT and MSTEP. Mr. Harmsen shared that Mr. Petros is working to create PSAT/SAT as a measurement tool. Ms. Grant asked if we could create the weight in all the domains in the Student Advance Tool. All agreed that was correct but Mr. Ross would get this verified. The decision regarding what tool will be used will be done in collaboration with the superintendent.

The committee also discussed the evaluation cycle. Mr. Ross shared that we need to discuss the evaluation schedule. He shared that we would do something from April – December. Eventually we will have to do a December evaluation date. Ms. Pitts shared that the evaluation is for the school year. You could go from July 1 to December 31. Still set goals in March or April. Remember if she is highly effective she has two years between her evaluations and will guarantee the superintendent would work with the board for a full two years prior to the formal evaluation. Mr. Ross stated he would speak with the board president in April regarding the schedule.

The next meeting is planned for February 20, 2017 at 5:00 p.m. and we will invite David Stuit.

Meeting adjourned at 6:20 p.m.

/db