

Rochester Board of Education
Board Governance Committee
May 17, 2016
Minutes

Attendance:

Chairwoman Hallmark, President White, Vice President Elliott, Commissioner Adams, Commissioner Cruz, Commissioner Powell; Board Staff Shanai Lee.

Commissioner Hallmark convened the meeting at 6:05 p.m.

Agenda Item I: Acceptance of Minutes

Commissioner Hallmark requested that the minutes of the February 9, 2016 and April 19, 2016 Governance Committee Meetings be reviewed and accepted at the next meeting of the Committee.

Agenda Item II: Discussion of Proposal for SuperEval

Commissioner Hallmark opened the meeting by introducing Michael Horning, Jr., Executive Vice President of PLS 3rd Learning. Mr. Horning presented the *SuperEval*, an online evaluation system for school superintendents. *SuperEval* is based on an evaluation rubric developed by the New York State Council of School Superintendents. The evaluation tool is designed to assess performance in the following areas:

- Financial Management
- Human Resources Management
- Organizational Effectiveness
- Communication and Collaboration
- Community Involvement/Partnerships and Volunteers; and
- Personal Characteristics

President White arrived at 6:15 p.m.

In presenting the evaluation tool, Mr. Horning highlighted the rubric that is used to determine the level of performance for superintendents on a scale of highly effective, effective, developing, and ineffective. He noted that the rubric contains particular indicators and specific criteria to assess performance. Commissioner Powell asked if the tool was similar to the Diagnostic Tool for School and District Effectiveness rubric used by the New York State Education Department to evaluate school districts. Mr. Horning explained that the tool was developed by superintendents to reflect current practices in education that superintendents should receive feedback on regularly. President White commented that the tool seems to provide an effective rubric to collect and assess evidence of a superintendent's performance.

Mr. Horning demonstrated how the tool will be used noting that the tool allows for the Board to evaluate superintendents according to pre-defined annual goals and priorities set by members of the Board. Vice President Elliott asked if there are other schools districts throughout the state that currently use the tool. Mr. Horning stated that the tool is being piloted by several districts throughout New York and Pennsylvania. Commissioner Cruz asked about the possibility of setting and benchmarking goals. Mr. Horning noted that different information and criteria related to annual goals and objectives can be uploaded. Commissioner Cruz asked whether or not the Board could have access to prior evaluations performed using the tool. Mr. Horning stated that the Board members and superintendent could have access to past evaluations. Vice President Elliott asked if there is a way to log notes or comments throughout the year to record accomplishments and challenges throughout the

year. Mr. Horning mentioned that if the notes were logged prior to the superintendent completing a self-evaluation, the commissioners would not have access to the results of the self-evaluation. Commissioner Cruz asked about the reliability and security of the tool's data storage. Mr. Horning responded that the software is secure, as it is hosted and uses HTTPS which is encrypted traffic. Commissioner Cruz also asked about available support for the tool. Mr. Horning stated that the PLS 3rd Learning provides a support staff staffed with experienced educators who are able to respond to questions and concerns regarding the tool's capability.

Commissioner Hallmark thanked Mr. Horning for his presentation of the evaluation tool.

The next meeting of the Committee is scheduled for June 7, 2016 at 5:30 p.m.

Meeting adjourned at 7:12 p.m.