BOARD SUMMARY ASSESSMENT OF SUPERINTENDENT 2013-14

San Diego Unified School District Board of Education
July 29, 2014

2013-14 BOARD/SUPERINTENDENT AGREED FOCUS AREAS:

1. **Access to Broad and Challenging Curriculum**
2. **Quality Leadership**
3. **Quality Teaching**
4. **Professional Learning for All**
5. **Budget Development**

RUBRIC AND DEFINITION OF TERMS USED TO IDENTIFY LEVEL OF IMPLEMENTATION

- **BEGINNING** – The Superintendent has launched the work and there is no evidence of progress yet.
- **DEVELOPING** – The Superintendent has launched the work, is continuing to develop the implementation, and there is some evidence of progress.
- **ACCOMPLISHING** – The Superintendent has accomplished the implementation of the work and progress is evident.
- **EXTENDING** – The Superintendent has accomplished the work and significant progress/impact is evident.

Vision 1: Student Achievement

*Access to Broad & Challenging Curriculum	ACCOMPLISHING
Professional Development Focused on Implementing Common Core State Standards	Developing
Master Schedule Development	Accomplishing
Linked Learning	Developing
a-g Preparation	Developing

Closing the Achievement Gap with High Expectations for All	
Harvard Study: Problems of Practice	Developing
Lincoln Middle College	Developing
LCAP Focus on Closing the Achievement Gap	Accomplishing
Closing the Achievement Gap Plan for 14-15	Developing
Supportive Environments that Value Diversity in Service of Students	
Diversity Task Force	Developing
Teacher Pipeline Task Force	Developing
San Diego Pledge as Part of Council of Great City Schools Efforts Regarding African American and Hispanic Males of Color	Accomplishing

* 2013-14 Focus Areas

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Vision 2: Schools as Neighborhood

Neighborhood Center and Services Depending on Neighborhood Needs	
Cluster Master Planning Process	Developing
Safe, Well-Maintained Facilities	Developing
Safety & Security Plan	Accomplishing
School Safety	
• **Superintendent's Focus Group**	Extending
• **Multi-Agency Focus Group**	Extending
• **Safe Schools Committee**	Developing
Quality Support Staff Integrated and Focused on Student Achievement	
District Climate & Culture: Ongoing engagement with divisions across the system. Coherence and focus on Vision 2020.	Developing
High Enrollment of Neighborhood Schools	
Proposition S and Z – Vision 2020	Developing

Vision 3: Effective Teachers and Principals in Professional Learning Communities

*Quality Leadership (Area of Focus)	EXTENDING
Development of Leadership Practices	Extending
Principal Professional Development	
• **Principal Institute**	
• **Half-Day Principal Institute**	
• **Triad Learning**	Extending
• **School Walk-Throughs**	
• **Cycles of Learning**	
Area Superintendent Professional Learning	
• **Instructional Cabinet**	
• **Team Planning**	
• **Calibration Visits**	
• **Cross-Visitations**	Extending
• **Walkthrough Study**	
• **Cycles of Learning**	
Office of Leadership Development	
• **Mentor Principals**	Accomplishing
• **Coaching and Support to Principals**	
Staffing Schools with Quality Leadership and Providing Mentor/Coaching Support	Accomplishing

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*Quality Teaching	DEVELOPING
Framework for Elements of Quality Teaching	Developing
Common Core Professional Development	Developing
Design Observational Tool to Support Teaching and Learning	Accomplishing
*Professional Learning for All	ACCOMPLISHING
Professional Learning Community Implementation (PLC)	Accomplishing
ACSA Professional Development Plan	Developing
Professional Learning-Focus on Operations	Developing
School Professional Development Plans	Accomplishing

Vision 4: Parents and Community Members Engaged in Learning

Parents and Community Engagement Around Student Achievement (Area of Focus)	
District Vision 2020 Forums	Extending
LCAP Cluster Forums	Extending
Cluster Development	Developing
Community Leadership	Extending
Advisory Groups	Accomplishing
School Cluster Participation	Developing
Legislative Leadership	Accomplishing
School/Classroom Events	Accomplishing
Community Events	Accomplishing

Vision 5: Communication, Support, and Guidance from District Leadership

Central Office Support	
Quality Assurance Office	Developing
Customer Service Guide Book	Extending
Operational Support for High Schools	Developing
Position Review Process	Extending
Instructional Cabinet Superintendent Strategy Meetings	Accomplishing
Board of Education & Superintendent Relationship	Extending
Communications with Stakeholders	Developing

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Other Operational Supports	
*Budget Development	Extending
District Organizational Redesign	Accomplishing
Building Capacity Using Existing Resources	Accomplishing
Independent Oversight Committee	Accomplishing
Audit & Finance Committee	Developing
Sustainability Committee	Accomplishing
IT Committee	Accomplishing
PowerSchool	Developing
Labor Relations	Developing
Charter Schools	Developing

* 2013-14 Focus Areas

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2013-14 Board/Superintendent agreed focus areas:

1. Access to Broad and Challenging Curriculum
2. Quality Leadership
3. Quality Teaching
4. Professional Learning for All
5. Budget Development

Moving forward in 2014-15, the Board and Superintendent agree to continue the good work on the 2013-14 focus areas described above and the 20 areas of focus identified by the Superintendent (attached).   Within the 20 areas identified by Superintendent Marten, the Board is highlighting the following areas for special attention in 2014-15:

- **Common Core for All Students**—Implement rigor and fully engage all students at all achievement levels, including special education, GATE, Seminar, etc., (Vision 1: Student Achievement, Superintendent Plan item 1)

- **Closing the Achievement Gap with High Expectations for All**—Closing the gap with early learning programs, focus on long term English Language Learners, foster and low income students, high school graduation and redesign, and special education integration (Mission Statement and Moral Imperative, Superintendent Plan items 2-7)

- **a-g Preparation**—Support for success as part of the high school plan (Vision 1: Student Achievement, Superintendent Plan item 3)

- **Parent Learning**—Ability to contribute to and follow student progress, as well as a greater sense of ownership and participation in the schools for all parents (Vision 4: Parents and Community Engagement around Student Achievement, Superintendent Plan item 14)

- **Communications**--Communication plan that keeps the public and parents fully engaged and informed and that facilitates communication within the District (Vision 5: Communication, Support and Guidance from District Leadership, Superintendent Plan item 20)

- **Information Technology (IT) Development**—Special emphasis on IT development for student learning and business functions (Vision 5: Communication, Support and Guidance from District Leadership, Central Office Support, Superintendent Plan item 20)

* 2013-14 Focus Areas

Superintendent's 2014 - 2015 Plan
Areas of Focus

1. Assessment & Monitoring
2. Early Learning
3. High School
4. Long Term English Learners
5. Special Education Program
6. Foster Youth
7. Low Income Students
8. Professional Development, Quality Teaching, Quality Leadership
9. Common Core Maps, Tools, Guides
10. Visiting Teachers Academy
11. Cultural Proficiency
12. School Climate
13. Digital Literacy
14. Parent Learning
15. High Enrollment of Neighborhood Schools
16. Neighborhood Centers
17. Recruit, Hire, Support & Retain High Quality Staff
18. Physical Environments - Schools are Attractive and Clean
19. School Safety
20. Central Office Support