

Detroit Public Schools will be the first choice for parents and students and a model of achievement for the nation.

PARENT/COMMUNITY FORM

- Parent
 - Community DATE:

EVALUATOR:

Legends:

Rating: M = Met (Satisfactory) MP = Making Progress (Improving) NM = Not Met (Reform Plan Required) U = Unsatisfactory
Level of Importance: 1 = Low Importance; 2 = Moderate Importance; 3 = High Importance



THE DETROIT BOARD OF EDUCATION

SUPERINTENDENT'S EVALUATION MATRIX

2005 - 2007

CATEGORY 1: LEARNING FOCUS	RATING	LEVEL OF IMPORTANCE
a) Leads the community in establishing a priority throughout the school district for safe, positive, disciplined, drug-free schools whose focus is on student learning.		
b) Joins forces with community groups to eliminate barriers to student learning (i.e., low expectations, need for organized, after-school recreation, removal of abandoned buildings around walk-zones; general neglect, etc.)		
c) Establishes a positive climate for learning based on performance outcomes for all children.		
d) Responsible for oversight of the District's curricula, textbooks and materials.		
e) Responsible for leadership and direction of continued research, development, operation and supervision of the instructional program consistent with the rules and regulations of the State and Board policies.		
CATEGORY 2: LEADERSHIP: (Performance Of Duties/Ability To Lead And Manage The District)		
a) Develops a Strategic Plan based upon the Board's Vision and Goals.		

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b) Focuses the human and financial resources of the district on accomplishing Board policies, goals and objectives.		
c) Establishes clear expectations for all employees, and oversees the fair evaluation of all district personnel.		
d) Assumes the initiative for identifying and solving problems;		
e) Makes appropriate, timely and data-driven decisions; and		
f) Exhibits competence in planning, organizing and follow-through.		
g) Equitably distributes district resources and keeps the percentage spent on administration to a minimum.		
h) Exhibits a high sense of integrity with all stakeholders.		

CATEGORY 3: ORGANIZATIONAL MANAGEMENT (Fiscal Integrity, Facilities and Human Resources Management)	RATING	LEVEL OF IMPORTANCE
a) Develops a budget planning process that includes a public hearing, expected targets and demonstrates evidence of staff input.		
b) Makes sound and fiscally responsible decisions and recommendations on budget allocations.		
c) Increases revenue, enrollment and adjusts expenditures accordingly.		
d) Develops a strategic plan to right-size the district with involvement from all stakeholders, i.e., principals, staff, parents/community in and around affected schools.		

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e) Develops standards by September 2006 for clean, safe, healthy and supportive environments (in/around schools and district offices) for student learning.			
f) Establishes, enforces and monitors a plan for the "up-to-code" construction, rehabilitation/repair of all schools including the preventative routine maintenance and up-keep of all district facilities.			
g) Promotes on-going, Professional Development and Training opportunities for all staff at all levels of the organization..			

CATEGORY 4: COMMUNICATIONS AND PARENT/ COMMUNITY SATISFACTION AND OUTREACH	RATING	LEVEL OF IMPORTANCE
a) Works cooperatively with and conducts regular information/advisory meetings with parents, families and the community at large.		
b) Analyzes and reports to the parents, families and the community at large about student learning and achievement.		
c) Ensures that parents, families and the community at large have clear, informative and understandable agendas prior to each Regular Board and Committee Meeting.		
d) Informs parents, families and the community at large of potentially significant problems in a timely manner.		
e) Encourages staff responsiveness to Parent and Community concerns.		
f) Solicits input from, and gives attention to issues raised by students, parents, families and the community at large		
g) Works cooperatively with the Media, both print and electronic, to encourage them to publish balanced and fair reports about Detroit Schools, Staff and Students.		

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h) Communicates openly, systematically, and timely with all parents, families and the community at large regarding district activities, processes, challenges and successes.			
i) Communicates openly, systematically and timely with staff about school system activities, processes, challenges and successes.			
j) Develops strategic plans, goals, and objectives with the Board, staff, parents, families and the community at large, facilitating academic achievement.			
k) Provides timely comprehensive information to the maximum extent of the law.			
h) Promotes and ensures a district-wide focus on positive customer service.			

CATEGORY 5: BOARD/SUPERINTENDENT RELATIONS	RATING	LEVEL OF IMPORTANCE
a) Develops procedures for working with the Board that are respectful, promote positive working relationships and present a united front of support for Board policy and actions.		
b) Facilitates the accessibility to the Board of parents, families and the community at large who have expertise in areas of policy analysis and development.		
c) Recommends areas of concern for proactive policy development.		
d) Recommends for Board approval, and for staff, parent, and community information, a district position on local, state, and federal legislation affecting schools.		
e) Recommends areas of concern for proactive legislative policy development and implementation.		
f) Implements Board policies in a timely and effective manner.		

OVERALL RATING: _____ **Signed:** _____

Date: _____

Parent/Community Member