



**MILWAUKEE
PUBLIC SCHOOLS**

Superintendent Evaluation Rating Form

To be completed by the Milwaukee Board of School Directors by April 27, 2018.

Name:

Date of Review:

Academic Achievement

STRATEGIC OBJECTIVE 1: Close the Gap: Demonstrate a commitment to closing the gap between where students perform and grade level proficiency.

1.1 Equity, Access and Opportunity

Rating:

1.2 Continuous Improvement for Teaching & Learning

Rating:

1.3 School Transformation

Rating:

1.4 Bilingual Multicultural Education

Rating:

1.5 Cultivate Collective Impact

Comments:

Scoring Criteria
4 – Excellence
3 – Proficient
2 – Developing
1 – Opportunity to Improve

STRATEGIC OBJECTIVE 2: Educate the Whole Child: Create tiered interventions to develop a strong foundation of academic excellence that prepares students for future success.

2.1 Social-Emotional Learning Supports	Rating:
2.2 Promote Healthy Choices	Rating:
2.3 Strengthen Student-Teacher Relationships	Rating:
2.4 Expand Early Childhood Opportunities	Rating:

Comments:

Scoring Criteria
4 – Excellence
3 – Proficient
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1 – Opportunity to Improve

STRATEGIC OBJECTIVE 3: Redefine the MPS Experience: Offer a variety of co/extracurricular and expanded academic opportunities for all students that extend the classroom beyond the four walls of the school.

3.1	Expand Fine Arts Opportunities	Rating:
3.2	Expand Co/Extracurricular Opportunities	Rating:
3.3	Redefine Extended Learning Opportunities	Rating:
3.4	Enhance Recreation Access & Opportunities	Rating:

Comments:

Scoring Criteria
4 – Excellence
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STRATEGIC OBJECTIVE 4: Rethink High Schools: Develop new approaches to teaching and learning in high schools that foster creative problem solving, analysis, and creativity and collaboration that connect student learning to the real world.

4.1	Rethink High Schools	Rating:
4.2	Rethink Middle Schools	Rating:
4.3	College Readiness Transformation	Rating:
4.4	Career Readiness Transformation	Rating:

Comments:

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Student, Family and Community Engagement

STRATEGIC OBJECTIVE 5: Re-Envision Partnerships: Build and expand partnerships by re-envisioning our community-driven engagement philosophy to support the academic success and wellbeing of students by engaging partners in a way that improves teaching, learning, and school culture.

5.1 Develop Robust Business Partnerships

Rating:

5.2 Empower Families

Rating:

5.3 Advocate for the Well-being of Students & Community

Rating:

Comments:

Scoring Criteria

4 – Excellence

3 – Proficient

2 – Developing

1 – Opportunity to Improve

STRATEGIC OBJECTIVE 6: Strengthen Communication Systems and Outreach Strategies:
 Develop and execute clear communication systems and outreach strategies that effectively and efficiently communicate with internal and external stakeholders.

6.1	Stabilize Enrollment	Rating:
6.2	Improve Internal Communication	Rating:
6.3	Execute MPS Branding & Awareness Campaign	Rating:
6.4	Embed Customer Service in MPS Culture	Rating:

Comments:

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Effective and Efficient Operations

STRATEGIC OBJECTIVE 7: Develop Our Workforce: Attract and retain a qualified workforce while facilitating a learning culture, building career pathways and pipelines for employees, encouraging employee wellness, diversity and skill mastery.

7.1	Improve Recruitment & Retention of Staff	Rating:
7.2	Cultivate Employee Well-being	Rating:
7.3	Performance, Compensation & Recognition	Rating:
7.4	Leadership Development	Rating:

Comments:

Scoring Criteria
4 – Excellence
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STRATEGIC OBJECTIVE 8: Improve Organizational Processes: Develop process improvement mechanisms to support the district’s key principles while effectively managing change and improving business processes and organizational performance.

8.1	Infrastructure Alignment	Rating:
8.2	Strategic Planning & Project Management in MPS	Rating:
8.3	Student & Building Safety	Rating:
8.4	Asset & Resource Development	Rating:
Comments:		

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**STRATEGIC OBJECTIVE 9: Superintendent-Board Communication and Community Relations:
Seeking continuous improvement in the area of Board and community relations/communication.**

9.1	Seek new opportunities to improve collaboration and communications with individual Board members and the Board as a whole	Rating:
9.2	Consistently communicate important district information in a timely manner to all Board members	Rating:
9.3	Regular follow up on individual Board members requests for information pertaining to Board policy, governance and community issues	Rating:
9.4	Accessibility to members of the Board as is reasonable and practicable	Rating:
9.5	Build strong working relationships with the media.	Rating:

Comments:

Scoring Criteria
4 – Excellence
3 – Proficient
2 – Developing
1 – Opportunity to Improve