

## SUPERINTENDENT EVALUATION 2017-2018

MOVED: To adopt the following as the Superintendent's Evaluation for the 2017-18 School Year, and further, to assign \$3,710 (out of a possible \$5,000) in Performance Pay in accordance with Appendix A of the Superintendent's Contract.

Goal	Description	Rating (1-4)			
1	Increase Student Enrollment				Performance Pay (\$1000 per goal)
a	Demonstrate no enrollment loss for the 40 <sup>th</sup> day of the 2018-2019 school year as compared to the 40 <sup>th</sup> day of the 2017-2018 school year.	1.6			
b	Demonstrate no enrollment loss for the 100 <sup>th</sup> day of the 2018-2019 school year as compared to the 100 <sup>th</sup> day of the 2017-2018 school year.	1.8			
c	Reduce the year-over-year enrollment loss, on the 40 <sup>th</sup> day of the 2017-2018 school year (i.e., as compared to the 40 <sup>th</sup> day of the 2016-2017 school year), by 100 students by the last day of the 2017-2018 school year (i.e., as compared to the last day of the 2016-2017 school year).	1.8			
d	Increase the number of TUSD students attending CTE programs at JTED campuses by 10%, and increase the amount of students enrolled in CTE satellite programs offered at TUSD high schools by 10%, on the 100 <sup>th</sup> day of the 2018-2019 school year as compared to the 100 <sup>th</sup> day of the 2017-2018	3.4			
e	Increase the number of seats available for Pre-K students	3.6			
f	Increase the number of Pre-K enrolled students that enroll in TUSD kinder programs by 10% by first day of school 2018-2019.	3.1			
Goal Rating			2.6	65%	\$650
2	Increase student academic achievement				
a	For the school year 2017-2018, increase AZMERIT average performance over 2016-17 average performance (using: approaches pass = 1, pass = 2, and high pass =3) in ELA and Math by: 10% for all grades.	3.0			
b	<a href="#">Achieve the same percentage increases for the school year 2018-19, over 2017-18.</a> <a href="#">[Data not available for rating]</a>	n/a			
Goal Rating			3.0	75%	\$750
3	Increase the amount of district dollars associated with classroom instructional spending, and decrease the amount associated with administration, as measured by Arizona Auditor General.				
a	Increase the percentage of per pupil instructional spending to 51% or higher for the 2017-2018 SY and to 53% for the 2018-2019 SY.	3.6			
b	Decrease the percentage in the administration category to 10% or lower for the 2017-2018 SY and to 9.5% for the 2018-2019 SY.	2.6			
Goal Rating			3.1	78%	\$780
4	Decrease the number of classrooms without certified teachers of record.				
a	By the first day of the 2018-2019 school-year there will be a 30% reduction in teacher vacancies as compared to the number of teacher vacancies on the first day of the 2017-2018 school year.	2.8			
b	By the first day of the 2018-2019 school year, there will be a 10% reduction in vacancies for Special Education (EXED) and math and science teaching	3.6			
c	By the first day of the 2018-2019 school year, there will be 10% increase in student teachers assigned to district classrooms.	2.2			
Goal Rating			2.9	73%	\$730
5	Improve campus climate, culture, and student discipline.				
a	At least 50% of staff will report a positive and safe working environment at their respective sites for 2018-19 school year.	3.2			
b	At least 50% of staff will report being satisfied with classroom disciplinary conditions and procedures on their respective campuses via survey mutually developed and approved by the board and the superintendent.	3.2			
Goal Rating			3.2	80%	\$800
<b>OVERALL RATING</b>			<b>3.0</b>		
<b>TOTAL PERFORMANCE PAY</b>					<b>\$3,710</b>

Rating Scale  
 N/A Not Applicable  
 4 Exceeds Expectations  
 3 Meets Expectations  
 2 Below Expectations  
 1 Unsatisfactory