

Progress Toward Goals

Describe current level of progress and feedback for improvement.

Goal 1: Build a Collaborative and Equity-Focused Leadership Culture

In the 2021-22 school year, the superintendent will work with school and district leaders to model and develop data-informed collaborative leadership practices focused on addressing the learning impacts of the pandemic and building a common understanding of equity.

Commendation:

- documents and SC meeting presentations demonstrate a very solid start to goal achievement
- Formative Assessment data itself is a great working example for best data-sharing practice

Constructive:

- consider more involvement and leadership of Diversity, Equity and Inclusion director in tackling community culture and related PD

Goal 2: Improve and Streamline Transparency, Family Engagement, and Communication

In the 2021-22 school year, the superintendent will work inclusively to build a comprehensive understanding of the culture of the district, to increase transparency and accessibility for all stakeholders, and to set a multi-year strategic path forward for the Arlington Public Schools.

Commendation:

- very solid start to goal achievement as outlined
- excellent communications to families over the past months
- ESSER III and Entry Plan are clear and well thought out

Constructive:

- unclear if district vision/strategic planning timeline has changed – may need more messaging?
- continue to listen and respond to feedback re gaps in family communication

Goal 3: Ensure a Safe and Supportive Pandemic Return and Recovery

In the 2021-22 school year, the superintendent will ensure a safe and supportive return to full-time, in-person instruction by implementing the operations, systems, and resources necessary to minimize absenteeism, quarantining, and other learning disruptions.

Commendation:

- clear communication, clear decision making
- APS publication on test-to-stay => sharing useful information to greater community

Constructive:


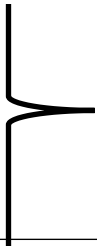


- work is ongoing, will be interested in absenteeism analysis, elucidation of causes and how best to address them
- the publication should be a data point!

Goal 4: Professional Practice

In the 2021-22 school year, the superintendent will participate in the New Superintendent's Induction Program and other leadership learning opportunities to develop skills in strategy development, data analysis, and instructional leadership and to share those skills with the leadership team.

Work is going well thus far. Will be interested in hearing what you have learned throughout the rest of the year.

Formative Assessment

Performance on Standards <i>Describe performance and feedback for improvement.</i>	
Standard I: Instructional Leadership. Focus Indicator(s) I-E-1. Data-Informed Decision Making I-E-2. Plans and Goals	
Standard II: Management and Operations. Focus Indicator(s) II-A-3. Student Health and Safety II-C-2. Time for Collaboration II-E-1. Fiscal Systems	 <p>I am very satisfied with progress on all these standards thus far.</p> <p>Also, I thought we were to only provide feedback on goals, and therefore I am limiting what I say here.</p>
Standard III: Family and Community Engagement. Focus Indicator(s) III-C-1. Culturally Proficient Communication III-B-2. Family Support	
Standard IV: Professional Culture. Focus Indicator(s) IV-B-1. Policies and Practices IV-F-2. Consensus Building	

Evaluator: Kirsi Allison-Ampe

Formative Assessment

Superintendent:

Elizabeth C. Homan

3/1/22

Date

Additional Feedback and Comments:

I am very satisfied with the progress Dr Homan has made thus far on achieving her goals. I am impressed by the changes in communication, including the seamless inclusion of translational services for forums and messages, providing needed information to our many families who do not have English as their first language. Dr Homan also oversaw the preparation of APS-related information (both student and financial) for Long Range Planning, creating what the Town Manager called “the best presentation they have ever seen from APS.” Dr Homan’s gathering and presentation of evidence for this evaluation also serves as an example of best practice. The ESSER III and the Entry plans were clear and well thought out.

I commend Dr Homan on her hard work and her many achievements over the past 7 months and ask only that she let us know how we can help ensure her continued success.