

Dr. Robyne Thompson
2015-2016 Annual Superintendent Evaluation
East Lansing Public School District

Board of Education:

Nell Kuhnmuench, President
Yasmina Bouraoui, Vice President
Kath Edsall, Treasurer
Hillary Henderson, Secretary
Karen Hoene, Trustee
Kate Powers, Trustee
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Rating Scale: **Highly Effective (HE) = 4** Developing leaders to innovate and enhance the work
Effective (E) = 3 Working with administration and staff to develop the work
Minimally Effective (ME) = 2 **Demonstrating** basic knowledge and compliance
Ineffective (IE) = 1 Failure to demonstrate a basic level of performance

Rating

Goal #1: Improve the rigor and relevance of the East Lansing curriculum

ME

Strengths

- Good work done on Elementary Math curriculum
- Honors/Pre-AP courses were offered in the 9th grade

Opportunities for Growth

- Increase timely and up to date communication to the Board of Education on curricular matters, e.g., despite Board member requests, no ELL report was provided to the Board in 2015-16
- Review staffing and facilities for ELL students and make programmatic recommendations
- Further work regarding providing leadership for Elementary Reading curriculum
- Share with Board further results of Elementary curriculum audit
- Provide additional leadership in 2016-17 to implement STEM/STEAM district wide
- Engage faculty in curriculum development and decisions, provide support in curriculum implementation

Goal #2(a): Improve student opportunity to learn through research based strategies ME

Strengths

- Excellent hire in new Curriculum Director

Opportunities for Growth

- Submit timely reporting to the Board regarding the role of instructional coaches
- Provide more leadership and reporting regarding curriculum
- Improve communication and welcome feedback

Goal 2(b): Improve student opportunity to learn through research based strategies E

Strengths

- Shows leadership in promoting PBIS at all schools
- Encouraged professional development in the area of PBIS
- Continued efforts to review data and lowering rates of referral for boys of color
- Adding a full time Behavioral Interventionist at Donley Elementary School

Opportunities for Growth

- Provide more feedback and reporting to the Board regarding Restorative Justice practices and implementation

Goal 3(a): Improve and/or redesign school programs for student impact - focus on adapting, designing and developing programs to respond to student needs IE

Opportunities for Growth

- Show leadership regarding Board and District initiative (e.g., Pre-K and STEM Programming at Red Cedar)

Goal 3(b): Improve and/or redesign school programs for student impact - focus on attaining school-wide Title 1 status at Donley HE

Strengths

- Leadership shown in empowering Donley Principal and staff in working toward school-wide Title I programming

Opportunities for Growth

- Implement STEM programming at Donley in 2016-17

Goal #4: Improve School and Community Relationships/Partnerships

ME

Strengths

- Creation and implementation of email communication plan
- Weekly updates
- Website issue complaint resolution process
- Improvement in work with media
- Continued to repair MSU/ELPS relationship

Opportunities for Growth

- Improve customer service responsiveness and reaction to constituents
- Utilize openness and welcoming body language with community members
- Report to the Board results of the issue complaint resolution process
- Acknowledge community contributions and provide ongoing updates for Board
- Proactively engage the community and media
- Engage positively and constructively with community stakeholders
- Continue to strengthen relationship and create partnerships with Michigan State University

Goal #5: Improve conditions for equity in opportunity for East Lansing students

E

Strengths

- Professional Development provided to teachers and administrators
- Implementation of AVID (Keep Board informed of implementation and costs)

Opportunities for Growth

- Utilize the community's strengths and knowledge
- Show the same enthusiasm and inclusion for all student communities
- Provide more feedback and reporting to the Board regarding Restorative Justice practices and implementation and particularly providing regular updates to the Board on how the training worked/manifested in improving equality issues

Goal #6: Improve Leadership Capacity

ME

Strengths

- Continuation of Student Advisory Board (SAB)
- Creation of Teacher Advisory Board (TAB)

Opportunities for Growth

- Exhibit crisis leadership
- Create an evidence of teamwork with all staff, community and Board
- Represent the District as the Chief Executive Officer, especially through positive facial expression, body language, words and actions
- Expand SAB to be representative of the entire diversity of the student population
- Encourage more participation on TAB and utilize their expertise and suggestions
- Consider further Superintendent skill-based training in specific areas of communications (crisis and media training) and management

Goal #7: Continue to work on Superintendent/Board Relationship

ME

Strengths

- Creation of email communication process
- Continuation of the Weekly Trustee Update

Opportunities for Growth

- Prioritize the need for follow up
- Improve two way communication
- Reconsider defensiveness in response to constructive criticism
- Consider the impact of negative comments
- Meet with each Board member to increase rapport and positive relations
- Ensure initiatives are presented to the Board in a timely fashion with adequate time for review and discussion
- Create systems to streamline processes and procedures

Rating determined by goals (75%):

ME

Student Growth (25% for 2015-16, as required by the Revised School Code):

HE

Overall Rating: E

Prepared by:

East Lansing Public Schools Board of Education
June 27, 2016