

School District of Philadelphia  
Superintendent Performance Evaluation Form  
Dr. William R. Hite  
2019-20  
Annual Review

Board of Education

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This evaluation tool uses the assessment measures below as a basis for indicating the superintendent’s performance in the domains of Student Growth and Achievement; Systems Leadership & Operations; Financial Management; Communication and Community Relations; Human Resource Management; and Professionalism.

<b>Distinguished</b>	<ul style="list-style-type: none"> <li>● Performance is clearly outstanding</li> <li>● Performance is superior, far exceeding expectations</li> <li>● Performance is exceptional on a regular or continuous basis – the superintendent far outperforms relative to minimum expectations</li> </ul>
<b>Proficient</b>	<ul style="list-style-type: none"> <li>● Adequately performs all functions within the role, meeting or occasionally exceeding expectations</li> <li>● Performance is adequate, meeting or occasionally exceeding standards or expectations generally associated with performance</li> </ul>
<b>Needs Improvement</b>	<ul style="list-style-type: none"> <li>● Periodically fails to meet expectations associated with assigned tasks, targeted goals, or professional competencies</li> <li>● Performance is less than adequate on a periodic or frequent basis – the superintendent may be developing within the position, but needs to improve to be considered proficient</li> </ul>
<b>Failing</b>	<ul style="list-style-type: none"> <li>● Performance is below acceptable levels</li> <li>● Fails to meet most expectations associated with the role of superintendent – substantial professional improvement is needed before the superintendent can be considered proficient in the role</li> </ul>

The superintendent is evaluated in each of six *Domains*. Below each *Domain* are several *Key Performance Indicators* that are the components of each *Domain*. At the beginning of each evaluation cycle Board Members will discuss each *Domain* to determine if and what changes should be made to the *Key Performance Indicators* so that they remain representative of the collective expectations of the Board of Education (Board).

**Superintendent: William Hite**

**Evaluator: Board of Education**

**School Year 2019-20**

## Professionalism

*Superintendent models professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the local community. Superintendent additionally works to individually reflect upon her/his effectiveness within the role, and works to improve effectiveness through the use of professional development literature and activities.*

**How would you classify the superintendent's overall performance in the area of Professionalism?**

Distinguished	Proficient	Needs Improvement	Failing
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## Systems Leadership and Operations

*Superintendent has worked collaboratively with the Board to develop a vision for the district, displays an ability to identify and rectify problems affecting the district, works collaboratively with district administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the district.*

**How would you classify the superintendent's overall performance in the area of Systems Leadership?**

Distinguished	Proficient	Needs Improvement	Failing
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## District Financial Management

*Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of district priorities; and directing overall operational activities within the district.*

**How would you classify the superintendent's overall performance in the area of District Operations and Financial Management?**

Distinguished	Proficient	Needs Improvement	Failing
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## Communication and Community Relations

*Superintendent communicates with and effectively, engages the staff, the Board, and members of the community, clearly articulating district goals and priorities, addressing local and broader issues affecting the district, and building support for district initiatives, programs and short/long-range plans.*

How would you classify the superintendent's overall performance in the area of Communication and Community Relations?

Distinguished	Proficient	Needs Improvement	Failing
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## Human Resource Management

*Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the district.*

How would you classify the superintendent's overall performance in the area of Human Resource Management?

Distinguished	Proficient	Needs Improvement	Failing
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## Student Growth and Achievement

*Superintendent uses multiple data sources to assess student success and growth as appropriate, specific to needs within the district and as determined annually in collaboration with the Board. Annual or other district performance objectives are articulated and clearly achieved under the direction of the superintendent relative to clearly articulated measures.*

How would you classify the superintendent's overall performance in the area of Student Growth and Achievement?

Distinguished	Proficient	Needs Improvement	Failing
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**Comments:**

The 2019-20 school year uncovered operational challenges in the School District of Philadelphia including the opening of the long-awaited colocation of Benjamin Franklin and Science Leadership Academy High Schools and the closing of schools for asbestos abatement work. This evaluation takes into account these challenges as well as the successes that should be celebrated under Dr. Hite's leadership which included a system-wide pivot to accommodate the instruction of over 120,000 District children remotely, continuing to grow the number of teachers of color across the District, and receiving a reaffirmation of the District's credit rating from Moody's with the statement "the Philadelphia School District's current financial position is the strongest and most stable of its recent operating history."

Ultimately though, Dr. Hite is focused on the learning outcomes of our students and our data continues to show that students across Philadelphia are not achieving at the levels necessary to reach their fullest potential. This is reflected in Dr. Hite's evaluation and we look forward to working with Dr. Hite to bring the focus of our City onto this critical issue in order to ensure all students are given an education that allows them to thrive, succeed and lead in a global society.