

**Superintendent Accountability Scoring Grid**  
**Nate Levenson, Superintendent**  
**2006-07 School Year**  
**Approved by the Subcommittee: December 6, 2006**

<b>GOAL</b>	<b>TOTAL POINTS</b>	<b>DESCRIPTION</b>	<b>POTENTIAL POINTS</b>	<b>HOW SCORED</b>
<b>1</b>	<b>15</b>	<b><i>All Special Education and English Language Learner (ELL) students will achieve their full academic and social potential.</i></b>		
a		Implement balance of Corrective Action Plan items	4	% of items completed. Less than 80% receives 0 points.
b		Meet the timelines for initial evaluation consent notifications, initial evaluation meetings, initial IEPs, and three-year reevaluations.	4	Evidence through a monthly tracking system that timelines are met. 4 points if 95% of timelines are met over the course of the year; 3 points if 85% are met; 2 points if 75% are met; and 1 point if 65% are met. 0 points if less than 65% of deadlines are met.
c		Create a monthly tracking system to monitor that all services and/or compensatory services are provided.	1	Completed or not completed in a reasonable and professional manner as evidenced by the production of a monthly tracking system, beginning with May's services
d		Create a standardized set of procedures documenting criteria for pre-referral, testing eligibility, recommended test instruments, cut-off scores for eligibility, recommended actions based on score ranges, common goal wording and exit criteria.	3	Completed or not completed in a reasonable and professional manner as evidenced by the production of a document by the Superintendent, based on input from Special Education staff and Special Education parents, that details a standardized set of procedures for pre-referral, testing eligibility, recommended test instruments, cut-off scores for eligibility, recommended actions based on score ranges, common goal wording and exit criteria.
e		Develop a shared vision for the future of special education in the district	1	Completed or not completed in a reasonable and professional manner.
f		Continue to implement the 3-leveled ELL program	2	2 points = 90% of the plan implemented on time and in a professional and reasonable manner; 1 point = 75% or better of the plan implemented on time and in a professional and reasonable manner.
<b>SUB - TOTAL</b>				

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<b>2</b>	<b>20</b>	<i>All students will attain high levels of academic success through the implementation of a data driven, standards based education.</i>		
a		Articulate essential standards and common assessments in math K-8.	2	1 point for articulating essential standards, and 1 point for articulating common assessments in math in a reasonable and professional manner as evidenced by presentations to the school committee by faculty and department heads.
b		Conduct common assessments in math per schedule. Collate and share results with staff.	1	1 point if conducted in a reasonable and professional manner.
c		Conduct 3 common assessments in writing K-8 and share results with staff.	1	1 point if assessments are conducted in a reasonable and professional manner as evidenced by a document and presentations to the School Committee by staff and teachers.
d		Create and implement common approaches to reading instruction, identification of struggling readers, and intervention for struggling readers K-5.	4	2 points for conducting common assessments and 2 points for showing that students are placed in the appropriate tiers and receiving required support as a result of the assessments.
e		Create baseline data to gauge the increase the percentage of children who are proficient in math in grades 4-10. Measurement will be based on growth over time of individual students in the district, not year-to-year comparisons of different cohorts, based primarily on common assessments.	3	2 points for creating the database. 1 point for setting student achievement improvement goals with broad buy in from principals and curriculum leaders (by end of summer).

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f		Create baseline data to gage the increase the percentage of children who are proficient in writing in grades 4-10. Measurement will be based on growth over time of individual students in the district, not year-to-year comparisons of different cohorts, based primarily on common assessments.	3	2 points for creating the database. 1 point for setting student achievement improvement goals with broad buy in from principals and curriculum leaders (by end of summer).
g		Increase the percentage of readers at grade level in grades 1 and 2. Measurement will be based on growth over time of individual students in the district, not year-to-year comparisons of different cohorts.	6	3 points if 95% of students are at grade level, 2 points if 88% students are at grade level or 1 point if 82% students are at grade level (currently at 76% for this cohort). 3 points if 50% of students increase their proficiency beyond one year, 2 points if 40% of students increase their proficiency beyond one year, or 1 point if 30% of students increase their proficiency beyond one year.
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<b>3</b>	<b>10</b>	<b><i>Ensure that all Arlington graduates are well-prepared for social, emotional and vocational success in the 21st century.</i></b>		
<b>a</b>		Create a broad-based working group of staff, administrators, students, parents, and community members to prioritize and refine which 21st century knowledge, skills, and habits of mind should be emphasized at Arlington High School.	3	Completed or not completed in a reasonable and professional manner as evidenced by a summary of meeting attendees and discussions.
<b>b</b>		Produce a plan to phase in the recommendations of the 21st Century study group, and incorporate the first phase of these recommendations into the 2007-08 school year budget, course offerings, and curriculum.	7	3.5 points if completed or not completed in a reasonable and professional manner as evidenced by a written document and presentations to the School Committee by Department Heads and Principals. 3.5 points if five of seven School Committee members approve the plan.
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<b>4</b>	<b>15</b>	<b><i>Provide a safe, healthy and positive environment for students and staff.</i></b>		
a		Modify student handbook with input from staff, students, legal counsel, and parents to address 21st century issues such as cyber-bullying, social networking sites, etc.	3	Completed or not completed in a reasonable and professional manner as evidenced by revisions to the AHS handbook.
b		Create, in collaboration with staff, students, and parents, a common set of expectations for student behavior at the high school and appropriate, effective, and consistent interventions for inappropriate behavior. This would include alternatives to detention and out-of-school suspensions.	5	2 points for documenting in a reasonable and professional manner for the School Committee a set of expectations of student behavior at Arlington High School; 3 points for creating in a reasonable and professional manner a set of alternatives to detention and out-of-school suspension that incorporate best practices from other districts.
c		Create, in conjunction with town and community resources, an effective diversion program for drug, alcohol, and other serious infractions of appropriate student behavior.	4	Created and ready to be implemented in September of 2007.
d		Create, in conjunction with town and community resources, access to drug, alcohol, and mental health counseling services in Arlington.	3	Created and ready to be implemented in September of 2007.
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<b>5</b>	<b>15</b>	<b><i>Provide tools and systems that enable to focus on student success.</i></b>		
a		Work with the AEA to create a master list of health, safety, and workplace needs and a phased plan to address these needs where practical.	3	3 points if completed in a reasonable and professional manner as evidenced by a written report to the School Committee that is approved by both School administration and the AEA.
b		Streamline purchase order processing and provide principals and department heads with access and oversight of relevant budget lines.	1	1 point if 80% or better of respondents of a survey of principals and department heads confirm that the process is more efficient than the current system.
c		Create a standardized, web-based, maintenance request and tracking system to coordinate and prioritize facility upkeep.	2	1 point for creating the system, and 1 point for implementing it.
d		Create and maintain an online calendar for administrators to better schedule school events and activities, thus reducing conflicting events.	1	Completed or not completed in a reasonable and professional manner
e		Provide tools, systems, and professional development (as needed) to help support staff be even more effective and efficient.	1	1 point awarded for a written report documenting the use and implementation of this system.
f		Review space allocation in all schools to maximize the use of building space and enhance staff working conditions including careful consideration of use of spaces for the purposes for which they were designed.	1	1 point for a blueprint of each building with a chart summarizing the use of each space.
g		Prepare, in cooperation with the School Facilities Working Group, a report to Town Meeting.	3	3 points for completing the report in a reasonable and professional manner.

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h		Submit Notices of Intent to the School Building Authority for the Thompson, Stratton and Arlington High School.	1	Copy of Notice of intent must be sent to the School Committee to earn one point.
l		Monitor and assess the new administrative structure.	2	The School Department will make presentations by impacted administrators throughout the year, conduct a survey of staff working in impacted departments, and share the results of the survey with the School Committee. A survey of school committee will be conducted. 2 points if 80% or better of committee believe they have sufficient and candid information to assess the effectiveness of the new administrative structure 1 point if 50% or better agree.
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<b>6</b>	<b>25</b>	<b>Successful evaluation by the School Committee pursuant to Policy GBI.</b>		
a		Committee-superintendent relations	5	The number of points awarded will be equal to the average composite score of the evaluations done by School Committee member on this question. 0 points if score is below 3.
b		Educational-professional leadership	5	The number of points awarded will be equal to the average composite score of the evaluations done by School Committee member on this question. 0 points if score is below 3.
c		Personnel relationship/management	5	The number of points awarded will be equal to the average composite score of the evaluations done by School Committee member on this question. 0 points if score is below 3.
d		Community relations	5	The number of points awarded will be equal to the average composite score of the evaluations done by School Committee member on this question. 0 points if score is below 3.
e		Business and finance operations	5	The number of points awarded will be equal to the average composite score of the evaluations done by School Committee member on this question. 0 points if score is below 3.
<b>SUB - TOTAL</b>				
<b>GRAND TOTAL</b>				
<p><b>General Notes:</b>            1. Unless indicated, timing does not matter, so long as finished by end of school year.            2. If less than one third (1/3) points earned for any goal, no points awarded, and a penalty of -0.83% is assessed.            3. Each point will be worth 0.1%.</p>				