

School District of Philadelphia
Superintendent Performance Evaluation Form
Dr. William R. Hite
2017-18
Annual Review

School Reform Commission

Frances Burns
William J. Green
Marjorie G. Neff
Estelle Richman (Chair)

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; District Operations and Financial Management; Communication and Community Relations; Human Resource Management; and Professionalism.

| | |
|--------------------------|--|
| Distinguished | <ul style="list-style-type: none"> • Performance is clearly outstanding • Performance is superior, far exceeding expectations • Performance is exceptional on a regular or continuous basis – the superintendent far outperforms relative to minimum expectations |
| Proficient | <ul style="list-style-type: none"> • Adequately performs all functions within the role, meeting or occasionally exceeding expectations • Performance is adequate, meeting or occasionally exceeding standards or expectations generally associated with performance |
| Needs Improvement | <ul style="list-style-type: none"> • Periodically fails to meet expectations associated with assigned tasks, targeted goals, or professional competencies • 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 |
| Failing | <ul style="list-style-type: none"> • Performance is below acceptable levels • 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 |

Dr. William R. Hite
Superintendent’s Name

School Reform Commission
Evaluator’s Name

2017-2018
School Year

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 SRC. Annual or other district performance objectives are articulated and clearly achieved under the direction of the superintendent relative to clearly articulated measures.

| | | | |
|---------------|------------|-------------------|---------|
| Distinguished | Proficient | Needs Improvement | Failing |
|---------------|------------|-------------------|---------|

**The "Student Growth and Achievement" Domain has been evaluated using available data.*

Systems Leadership

Superintendent has worked collaboratively with the SRC 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.

| | | | |
|---------------|------------|-------------------|---------|
| Distinguished | Proficient | Needs Improvement | Failing |
|---------------|------------|-------------------|---------|

District Operations and 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.

| | | | |
|---------------|------------|-------------------|---------|
| Distinguished | Proficient | Needs Improvement | Failing |
|---------------|------------|-------------------|---------|

Communication and Community Relations

Superintendent communicates with and effectively engages the staff, the SRC, 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.

| | | | |
|---------------|------------|-------------------|---------|
| Distinguished | Proficient | Needs Improvement | Failing |
|---------------|------------|-------------------|---------|

Human Resource Management

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

| | | | |
|---------------|------------|-------------------|---------|
| Distinguished | Proficient | Needs Improvement | Failing |
|---------------|------------|-------------------|---------|

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.

| | | | |
|---------------|------------|-------------------|---------|
| Distinguished | Proficient | Needs Improvement | Failing |
|---------------|------------|-------------------|---------|

Statement from the School Reform Commission:

We commend Dr. Hite for his exceptional leadership of the School District of Philadelphia. Under Dr. Hite's sound and stable guidance, the District has emerged from deeply challenging years, regained financial stability, returned to local control, and seen the beginning of district-wide academic growth. Despite these notable gains, immediate and significant challenges remain. We thank Dr. Hite for continuing to approach these challenges head on with the sustained urgency and dedication Philadelphia's students deserve.