



**THE SCHOOL DISTRICT OF PHILADELPHIA**

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**BOARD OF EDUCATION**

**SUPERINTENDENT EVALUATION**

**SCHOOL YEAR 2024-2025**

**Table of Contents:**

- 1. Executive Summary**
- 2. Performance Standards**
  - a. Goals and Guardrails**
  - b. Conditions for Success**
- 3. Implementation of Strategic Plan: Accelerate Philly**
- 4. Board Comments**

## Executive Summary

*Please note this section will be made public. This section is for the Board to provide comments on performance on Academic Goals, implementation of Accelerate Philly, and general comments.*

The Superintendent demonstrated strong leadership and made meaningful progress on the Board's Goals & Guardrails and across several critical areas of District operations and student success. Notably, the District has made incredible strides in improving math proficiency and steady growth in college and career readiness, with more students reaching levels that show they're prepared for what comes next. The 2024-25 school year marked a breakthrough in math, with a 6.3 percentage point increase in 3rd grade proficiency, and a 3.1 percentage point increase for grades 3-8, reaching a nine-year high for that group. The data also revealed consistent and significant growth in NOCTI proficiency. These achievements reflect steady post-pandemic growth and establish a new, elevated baseline for the Board's Goals & Guardrails. Additionally, the successful negotiation and implementation of labor contracts provided stability and strengthened labor relations, allowing the District to maintain its focus on instructional priorities and implementing Accelerate Philly, our strategic plan. This achievement reflects effective collaboration, fiscal awareness, and a commitment to fostering productive working relationships across all levels.

Equally important has been Dr. Watlington's emphasis on relationship building. Strong efforts were made to enhance collaboration with staff, families, and community stakeholders. Parent and family engagement improved during the evaluation period, with the launch of the key initiatives like Parent & Family University, which supported increased outreach, responsiveness, and a noticeable improvement in customer service across the District as measured by Let's Talk. These efforts have contributed to greater trust, transparency, and a more positive District climate.

Overall, Dr. Watlington has shown strong leadership and delivered meaningful progress on the Board's Goals & Guardrails during the School Year 2024-2025 evaluation period. With continued focus on talent management, strategic planning, and internal communications, the District is well-positioned to build on current successes and continue progress on our Goals & Guardrails.

## Academic Goals

|    | Goal                               | Baseline<br>(SY 21/22) | SY<br>24/25<br>Target | SY<br>24/25<br>Actual | SY<br>2030<br>Target | Performance<br>Rating                                                            | Notes                                                                                                                                    |
|----|------------------------------------|------------------------|-----------------------|-----------------------|----------------------|----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| 1  | Grade 3–8<br>ELA<br>Proficiency    | 34.4%                  | 36.2%                 | 31.4%                 | 65%                  | <input type="checkbox"/> Met<br><input checked="" type="checkbox"/> Did Not Meet | Grade 3-8 ELA proficiency <b>decreased</b> by 1.2 percentage points <i>in comparison to the year before</i>                              |
| 2  | Grade 3 ELA<br>Proficiency         | 28.1%                  | 33.2%                 | 33.2%                 | 62%                  | <input checked="" type="checkbox"/> Met<br><input type="checkbox"/> Did Not Meet | Grade 3 ELA proficiency <b>increased</b> by 3.3 percentage points <i>in comparison to the year before</i>                                |
| 3a | Grades 3–8<br>Math<br>Proficiency  | 16.5%                  | 22.2%                 | 25.1%                 | 52%                  | <input checked="" type="checkbox"/> Met<br><input type="checkbox"/> Did Not Meet | Grade 3-8 Math proficiency <b>increased</b> by 8.6 percentage points <i>in comparison to the year before</i>                             |
| 3b | Grades 3<br>Math<br>Proficiency    | 20.8%                  | 28.0%                 | 33.7%                 | 57.5%                | <input checked="" type="checkbox"/> Met<br><input type="checkbox"/> Did Not Meet | Grade 3 Math proficiency <b>increased</b> by 12.9 percentage points <i>in comparison to the year before</i>                              |
| 4a | Literature<br>Proficiency          | 53.9% (SY 22/23)       | 55.2%                 | 49.1%                 | 71%                  | <input type="checkbox"/> Met<br><input checked="" type="checkbox"/> Did Not Meet | ELA proficiency <b>decreased</b> by 4.6 percentage points <i>in comparison to the year before</i>                                        |
| 4b | Algebra<br>Proficiency             | 30.1% (SY 22/23)       | 31.8%                 | 25.5%                 | 53%                  | <input type="checkbox"/> Met<br><input checked="" type="checkbox"/> Did Not Meet | Algebra 1 proficiency <b>increased</b> by 1.4 percentage points <i>in comparison to the year before</i>                                  |
| 4c | Biology<br>Proficiency             | 31.4% (SY 22/23)       | 33.1%                 | 31.0%                 | 54%                  | <input type="checkbox"/> Met<br><input checked="" type="checkbox"/> Did Not Meet | Biology proficiency <b>increased</b> by 2.2 percentage points <i>in comparison to the year before</i>                                    |
| 5  | Career &<br>Technical<br>Education | 43.4%                  | 54.1%                 | 59.7%                 | 80%                  | <input checked="" type="checkbox"/> Met<br><input type="checkbox"/> Did Not Meet | Students scoring competent or advanced on NOCTI exams <b>increased</b> by 16.3 percentage points <i>in comparison to the year before</i> |

## Conditions for Success

| Metric                       | Baseline<br>(SY 21/22) | SY 24/25<br>Target | SY 24/25<br>Actual | SY 2030<br>Target | Notes                                                                      |
|------------------------------|------------------------|--------------------|--------------------|-------------------|----------------------------------------------------------------------------|
| Student Attendance           | 57.3%                  | 62.0%              | 61.4%              | 67.0%             | Student regular attendance <b>increased</b> by 4.1 percentage points.      |
| Teacher Attendance           | 77.5%                  | 80.0%              | 85.7%              | 80.0%             | Teacher regular attendance <b>increased</b> by 8.2 percentage points.      |
| Student Dropouts             | 3,917                  | 2,390              | 1,680              | 1,700             | Student dropouts <b>decreased</b> by 2,237 students.                       |
| Graduation Rate<br>(4 years) | 71.2%                  | 77.6%              | 78.0%              | 87.1%             | Graduation rate (4-year cohort) <b>increased</b> by 6.8 percentage points. |