

1.22.18 DRAFT

Superintendent Evaluation Questions

Academic Goals

1aii -- This school year Parkrose School District begun implementing a newly adopted digital, integrated math curriculum. Please describe your approach to this implementation. What data, criteria and considerations are you using to ensure success of the adoption? What do you hope to achieve overall in the area of math instruction to ensure Parkrose students are college and career ready.

1biv3 -- New funding was available through Measure 98 to develop and implement a College and Career readiness program. What are the connections between the Superintendent's role as the district's education leader and the use of Measure 98 "High School Success" funding as it relates to the overall school district, student learning, college and career readiness goals, graduation rates and the economic goals of our community?

Culture Goals

1bii -- As of this fall all certified and classified Parkrose staff have been trained in Restorative Justice. As a result of these trainings how are restorative practices being implemented at each of our buildings? Is implementation of Restorative Justice resulting in fewer referrals for bullying? Please share at least three building-level examples (elementary, middle and high school) where Restorative Justice has been used effectively. Also please share an example where a Restorative Justice approach was not effective and what was learned.

1biii1 -- Hiring and retaining staff of color has been a challenge for districts throughout the state as well as Parkrose. Over the last several years you have played a key role on the Oregon Education Equity Advisory Committee addressing this issue on a statewide level. Please describe the promising practices identified from the work of the OEEAG, to recruit and retain staff of color, that have been, or will be put in place, at Parkrose School District to reach our long term goal of staff demographics matching student body demographics.

1biii2 -- Parkrose School District is still early in the process of establishing a district-wide Restorative Justice program. What impact has Restorative Justice had to date in addressing racial disparities in discipline as measured by the relative rate index?

1biii3 -- Please discuss how the Parkrose School District Diversity, Equity and Inclusion lens is being implemented to develop a revision of the religion in schools policy that can be supported by diverse stakeholders.

Superintendent Goals

3a -- Effective communication is a continuously improving process. Please discuss what you have found to be effective communication practices and processes and what new communication practices you're implementing to improve district communication.

3b -- This year you were recognized as Superintendent of Year, congratulations the award is a well-deserved leadership achievement. Reflecting on goals 3bi-3biii, what leadership lessons do you work to pass on to principals as you support them and develop their leadership capacity?