

Howard County Public School System
Superintendent Evaluation Framework for 2022-23

Component	Description	Rating Scale 1-4	Weight
Performance Objectives	All measured subgroups achieve their respective annual ELA and Math MCAP targets required to stay on track to meet the MSDE's goal of reducing the percentage of non-proficient students by half by 2032.	4 – Exemplary (10% or more above goal) 3- Proficient (met goal) 2 – Developing (did not meet goal) 1 – Unacceptable (10% or less below goal)	75% of overall rating
	4% improvement of 9th grade on track for student groups below district average	4 – Exemplary (1% or more above goal) 3- Proficient (met goal) 2 – Developing (did not meet goal) 1 – Unacceptable (2% or less below goal)	
	Reduce disproportionality in suspension rates by 50% for each of the following 3 subgroups: Black/African American students, economically disadvantaged students and students with disabilities	4 – Exemplary (10% or more above goal) 3- Proficient (met goal) 2 – Developing (did not meet goal) 1 – Unacceptable (10% or less below goal)	
		Average of ratings for the 3 goals = overall rating for performance objectives component	
Leadership Survey	Survey on the 7 performance standards from the Virginia Guidelines for Uniform Performance Standards and Evaluation Criteria for Superintendents + Central Office Leaders Standard 6 All board members take the survey independently and anonymously (via Survey Monkey or another online tool)	Rating of 1-4 as found on pg 34 of the “Guidelines for Uniform Performance Standards” Average of all individual board member ratings = overall rating for leadership survey component	25% of overall rating

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Leadership Survey	All direct reports to the Superintendent take the survey anonymously – responses provided to the board and the Superintendent but not scored as part of formal evaluation Superintendent completes a self-evaluation using the tool		Not part of overall rating
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