

Ms. Ana Rivas Logan, School Board Member

SUBJECT: PERFORMANCE GOALS AND OBJECTIVES

COMMITTEE: INSTRUCTIONAL EXCELLENCE & COMMUNITY ENGAGEMENT

LINK TO DISTRICT

STRATEGIC PLAN: EVALUATE AND REDESIGN INTERNAL BUSINESS OPERATIONS

Performance goals and objects are a very important component to the Management by Objectives model. The goals and objects are generally achieved by using targets that are achievable, measurable, relevant, specific, as well as time specific.

Timely submission of information is very important in processes of coordinating the Management by Objectives model. During workshops and by means of open communication the goals and objects are set forth. Oftentimes during workshops the specific measures are addressed.

The Superintendent recently submitted the Evaluation of the 2007-2008 Superintendent's Goals and Performance Objectives. On page 4 of 5 under Standards Critical for Achieving Goals, specifically No. 1. Keeps Board informed on issues, needs, and operation of school system in a timely manner, the designation of "Excellent" has been chosen. However, the Superintendent failed to release to the Board the December 2007 Report from the Office of Program Evaluation titled "Evaluation of the School Improvement Zone 2005-06." The Report was completed seven months ago, and only became public days ago when it became the subject of numerous news reports. The Superintendent belatedly provided a copy of the Report to Board Members after demands by them for it.

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The findings of the report are significant – and especially pressing at a time when the district is facing a serious financial challenge and the Zone represents a significant commitment of human and financial resources. In that respect, the failure of the Superintendent to provide the report is an abrogation of his fiduciary duty to the Board at a critical juncture in the District's affairs

The report identifies serious concerns regarding the effect of the "Zone" on student achievement. It appears that in many instances, academic progress for Zone students was actually lower than for matched peers in non-zone "control group" schools. It could be inferred that the Zone may have actually had a counterproductive effect on student achievement in many instances. This is significant as the Zone is the Superintendent's "signature" program and one which has committed the District to a large financial commitment totaling more than \$100 million.

That the Superintendent elected not to release the report regarding the performance of his signature project is troubling because it could be seen as a lack of candor and forthrightness in his relationship with the Board. That failure could serve to undermine the trust and confidence that the Board has in the Superintendent.

This is especially significant in light of the fact that the Superintendent submitted a self evaluation dated June 12, 2008 where he claims to have an "Excellent" level of communication with the Board.

ADDED

**ACTION PROPOSED BY
MS. ANA RIVAS LOGAN:**

That The School Board of Miami-Dade County, Florida;

1. accept the December 2007 Report from the Office of Program Evaluation titled "Evaluation of the School Improvement Zone 2005-06," and
2. conduct a workshop to discuss the findings of said report.

ADDED