

Ms. Maria Teresa Rojas, Chair

**SUBJECT: REVIEW OF THE ASSESSMENT AND EVALUATION FRAMEWORK SUBMITTED BY THE SUPERINTENDENT FOR THE 2023-2024 SCHOOL YEAR AND PROVIDE ADDITIONAL GUIDANCE FOR THE SCHOOL BOARD CHAIR TO NEGOTIATE AND FINALIZE, WITHIN THE PARAMETERS OF THE SUPERINTENDENT'S EMPLOYMENT AGREEMENT, IF ANY FURTHER RECOMMENDATIONS ARE PRESENTED BY THE SCHOOL BOARD**

**COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT**

**LINK TO STRATEGIC PLAN: HIGHLY EFFECTIVE TEACHERS, LEADERS, & STAFF**

The School Board of Miami-Dade County, Florida, knows how critical the Board and the Superintendent of Schools relationship is to the ultimate success of the school district. The Board has hired the Superintendent as its chief executive officer and delegates authority to him to operate the district and provide leadership. Delegating such authority empowers the Superintendent and staff to pursue the Board's ultimate ends, its mission, vision, and goals. The Board also has the responsibility to monitor performance ensuring that the school district is making progress towards its ends and is in compliance with written board policies and state statutes. Furthermore, it is important to address the fact that:

- The Board employs and evaluates the Superintendent pursuant to contractual obligations.
- An effective School Board develops and maintains a productive relationship with the Superintendent.
- The employment relationship consists of mutual respect and a clear understanding of respective roles, responsibilities, and expectations.

An effective assessment and evaluation process helps drive school improvement and student achievement, develops a positive relationship between the School Board and the Superintendent, demonstrates accomplishments of the district, and identifies future challenges and continuous improvement. The assessment and evaluation process is not a means to an end, but rather an ongoing and energetic process, and it must establish a process and specific timelines and ensure that all contractual obligations are met.

The School Board has engaged in several discussions regarding the annual assessment and evaluation of the Superintendent of Schools. At the Board meeting of September 7, 2022, Agenda Item H-8 was proffered by Board Member Luisa Santos. Discussions have been held throughout this process after H-8 was approved by the Board as amended. A workshop was first

held on October 7, 2022; a discussion was held at the Personnel, Student, School, & Community Support Committee on October 12, 2022; another discussion was included in the agenda of the Personnel, Student, School, & Community Support Committee on December 7, 2022; a Board workshop was held on January 25, 2023 to review the document titled *Superintendent's Evaluation – A Partnership between the School Board and the Superintendent of Schools*; on May 2, 2023, the Superintendent submitted the *Key Achievements and Milestones 2022-2023 – Superintendent's Self-Assessment of Performance*; and on May 19, 2023, the Superintendent submitted the Assessment and Evaluation Framework for the 2023-2024 School Year, a mutually agreed process, pursuant to the Superintendent's employment agreement.

The purpose of this Special School Board meeting is to review the Assessment and Evaluation Framework submitted by the Superintendent for the 2023-2024 school year and provide additional detailed guidance for the School Board Chair to negotiate and finalize, within the parameters of the Superintendent's employment agreement, if any further recommendations are presented by the School Board.

This agenda item has been reviewed and approved by the General Counsel's Office as to form and legal sufficiency.

**ACTION PROPOSED BY CHAIR  
MS. MARIA TERESA ROJAS:**

That the School Board of Miami-Dade County, Florida:

1. review the assessment and evaluation framework submitted by the Superintendent of Schools for the 2023-2024 school year on May 19, 2023; and
2. provide additional detailed guidance, if appropriate, for the School Board Chair to negotiate and finalize, within the parameters of the Superintendent's employment agreement, if any further recommendations are presented by the School Board.