

# End-of-Cycle Summative Evaluation Report

*Superintendent Ligia Noriega-Murphy*

Presented by the Malden School Committee  
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# Superintendent Evaluation in Massachusetts

- Every Superintendent in MA is evaluated with the same rubric, using the same two part system
- Part 1 are the goals that the Superintendent has created for the district, known as the “Professional Practice Goal, Student Learning Goal and the District Improvement Goal”
  - Ratings for these goals are as follows:

Did Not Meet → Some Progress → Significant Progress → Met → Exceeded

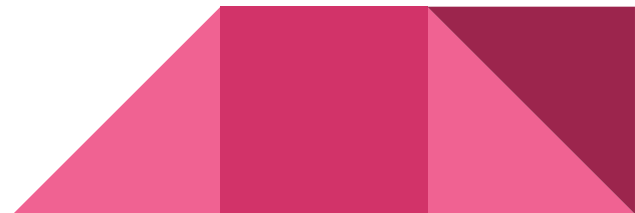
- Part 2 are the four standards MA has established: Instructional Leadership, Management and Operations, Family and Community Engagement, and Professional Culture
  - Ratings for these goals are as follows:

Unsatisfactory → Needs Improvement → Proficient → Exemplary

# Professional Practice Goal

As the new Superintendent of the Malden Public Schools, I will begin the school year by holding listening sessions and meetings with numerous stakeholders to learn about the district and the City. I will review documents, conduct surveys, and collect data to fully understand the district in an unbiased manner. I developed and entry plan with three different phases in order to capture all important information in a sequential form.

<b>Exceeded</b>	<b>0</b>
<b>Met</b>	<b>5</b>
<b>Significant Progress</b>	<b>4</b>
<b>Some Progress</b>	<b>0</b>
<b>Did Not Meet</b>	<b>0</b>



# Composite Rating for all 3 District Goals

<b>Exceeded</b>	<b>0</b>
<b>Met</b>	<b>4</b>
<b>Significant Progress</b>	<b>5</b>
<b>Needs Improvement</b>	<b>0</b>
<b>Did Not Meet</b>	<b>0</b>



### **Standard I: Instructional Leadership**

School Committee Members agreed that the Superintendent was able to collect and measure scope of data when it comes to the school district. School Committee Members agree that there was support for educators across the entire district with helping them with licensure issues and making a pipeline for paraprofessionals.

### **Standard II: Management and Operations**

School Committee Members agree that the Superintendent gave students a safe and supportive learning environment particularly during the pandemic, was able to develop more bullying prevention policies and pilot programs with MPD with the intent to expand. The Superintendent provided appropriate safety staff trainings and being responsive to current events (i.e. ALICE training and online webinar for MPS community).

### **Standard III: Family and Community Engagement**

School Committee Members agree that the Superintendent engaged all stakeholders and parents using media sources available. The Superintendent has also made it a priority to be accessible and inclusive when it comes to engaging the district.

### **Standard IV: Professional Culture**

Some School Committee Members agree that there was definitely a shared vision between the administration and the Malden Education Association but that it never really took hold because of ongoing friction. Community members are not quite sure where we are going but it is still a work in progress. The effort is there but still more needs to be done to resolve the conflict

# Standard 1: Instructional Leadership

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
1A: Curriculum	0	0	8	1
1B: Instruction	0	1	7	1
1C: Assessment	0	0	8	1
1D: Evaluation	0	4	5	0
1E: Data-Informed Decision Making	0	0	9	0

# Standard 1: Instructional Leadership

## *Composite Ratings:*

<b>Exemplary</b>	<b>1</b>
<b>Proficient</b>	<b>8</b>
<b>Needs Improvement</b>	<b>0</b>
<b>Unsatisfactory</b>	<b>0</b>

# Standard 2: Management and Operations

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
2A: Environment	0	2	6	1
2B: Human Resources Management and Development	0	3	6	0
2C: Scheduling and Management Information Systems	0	0	8	1
2D: Law, Ethics and Policies	0	0	8	1
2E: Fiscal Systems	0	3	5	1



# Standard 2: Management and Operations

## *Composite Ratings:*

<b>Exemplary</b>	<b>1</b>
<b>Proficient</b>	<b>7</b>
<b>Needs Improvement</b>	<b>1</b>
<b>Unsatisfactory</b>	<b>0</b>

# Standard 3: Family and Community Engagement

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
3A: Engagement	0	0	7	2
3B: Sharing Responsibility	0	0	8	1
3C: Communication	0	1	7	1
3D: Family Concerns	0	0	8	1

# Standard 3: Family and Community Engagement

## *Composite Ratings:*

<b>Exemplary</b>	<b>1</b>
<b>Proficient</b>	<b>8</b>
<b>Needs Improvement</b>	<b>0</b>
<b>Unsatisfactory</b>	<b>0</b>

# Standard 4: Professional Culture

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<b>4A: Commitment to High Standards</b>	0	1	6	2
<b>4B: Cultural Proficiency</b>	0	0	6	3
<b>4C: Communication</b>	0	4	4	1
<b>4D: Continuous Learning</b>	0	0	8	1
<b>4E: Shared Vision</b>	0	2	5	2
<b>4F: Managing Conflict</b>	0	6	3	0

# Standard 4: Professional Culture

## *Composite Ratings:*

<b>Exemplary</b>	<b>2</b>
<b>Proficient</b>	<b>4</b>
<b>Needs Improvement</b>	<b>3</b>
<b>Unsatisfactory</b>	<b>0</b>

# Standards 1-4: Overall Ratings per Standard

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<b>Standard 1</b>	0	0	8	1
<b>Standard 2</b>	0	1	7	1
<b>Standard 3</b>	0	0	8	1
<b>Standard 4</b>	0	3	4	2
<b>Totals</b>	0	4	27	5