

**Akron Public Schools Superintendent Evaluation**  
**Dr. Michael Robinson**  
**2023 - 2024**

<b>Ohio Superintendent Evaluation Standards</b>	<b>Blueprint for Excellence Cornerstone(s)</b>	<b>Goals</b>	<b>Completed/Not Completed</b>	<b>Comments</b>
Vision and Continuous Improvement	Strategic Plan: Blueprint for Excellence  Cornerstone 1: Culture of Safety and Belonging	<ul style="list-style-type: none"> <li>Develop and implement a comprehensive strategic plan (Blueprint for Excellence).</li> </ul>	Completed	<ul style="list-style-type: none"> <li>Strategic plan developed collaboratively.</li> <li>Engages in ongoing meetings with district leadership, staff, community members, and partners to collect input and feedback.</li> <li>Performance goals and evaluation linked to strategic plan cornerstones.</li> </ul>
Communication and Collaboration	Cornerstone 4: Partnerships, Family and Community Engagement	<ul style="list-style-type: none"> <li>Improve internal and external district communications and marketing. dashboard for Fri Notes(include equity, discipline, grievances) marquee, share marketing plans. Attend PDshare articles read on professional communication</li> </ul>	Completed and Ongoing	<ul style="list-style-type: none"> <li>APS Matters</li> <li>Featured Teacher/Staff</li> <li>Welcome and Year 1 video</li> <li>Inaugural Principal of the Year Program</li> <li>Centralized marketing within the district</li> </ul>

Policies and Governance	Cornerstone 3: Operational Excellence	<p>Note: No specific goal identified; however, work has been done in this area.</p>	<p>Identify specific goal(s) for 2024-2025</p>	<ul style="list-style-type: none"> <li>• Attend policy/committee meetings.</li> <li>• Hired Labor Relations Director.</li> <li>• Ongoing professional development provided to leadership regarding policies and operations.</li> <li>• Revised leadership recall policy.</li> <li>• </li> </ul>
Instruction and Student Achievement	Cornerstone 2: Academic Achievement	<ul style="list-style-type: none"> <li>• Expand Pre-K to support literacy.</li> <li>• Achieve successful framework for a Multi-Tiered Systems of Support to comprehensively enhance student behavior and attendance.</li> </ul>	<p>Completed/ongoing</p> <p>Completed/ongoing</p>	<ul style="list-style-type: none"> <li>• Full-day and partial day Pre-K</li> <li>• Redistricting</li> <li>• Literacy initiatives including Book of the Month and top reader recognition</li> <li>• Double digit gains in Algebra I</li> </ul>
Resources	Cornerstone 3: Operational Excellence	<p>Share marketing plans</p> <p>Note: No specific goal identified for 2023-2024; however, work has been done in this area.</p>	<p>Ongoing</p> <p>Identify specific goal(s) for 2024-2025</p>	<ul style="list-style-type: none"> <li>• Data Wise School Improvement Process implementation underway</li> <li>• Facilities function moved to superintendent.</li> <li>• Repurposed position within Human Capital to address recruitment.</li> <li>• Restructure and Reorganization Plan in place to ensure productivity and</li> </ul>

				performance remains high. • Working with treasurer's office to finalize budget.
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### Strengths

- Performs duties and responsibilities in a competent and capable manner.
- Establishes good rapport with various stakeholders and community leaders.
- Engages with members of the community including parents to address needs and concerns.
- Serves as a strong advocate for children and families in the community.

### Opportunities for Improvement

- Continue to build strong, collaborative, and cooperative relationships with the treasurer, board of education members, staff, and community.
- Ensure all communications to and about stakeholders are professional, clear, direct, respectful and constructive.
- Provide professional leadership to inform and engage the public as well as enhance and highlight the goals and accomplishments of Akron Public Schools.
- Develop creative and innovative solutions to address aging building and facilities.

### Goals for 2024-2025 Academic Year

- The board needs to establish specific goals for the superintendent with his input for the 2024-2025 academic year in alignment with the state superintendent standards and Blueprint for Excellence strategic plan cornerstones.

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Dr. Michael Robinson  
Superintendent

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Diana C. Autry, BSN, RN  
Board President