

SUPERINTENDENT EVALUATION

Tom Boasberg

October 2009

On January 22, 2009, the Board of Education appointed Tom Boasberg as Superintendent of the Denver Public Schools (DPS). The Board of Education has completed its annual evaluation of the Superintendent and it is the responsibility of the Board, under state statute, to share with the public their evaluation of the Superintendent.

The evaluation was made in compliance with Colorado law and includes both a written and oral evaluation. It is intended to provide a general overview of Mr. Boasberg's performance as Superintendent. The Board worked with a consultant, Tim Quinn, to discuss and evaluate the superintendent. This process allowed the Board the opportunity to assess the Superintendent in all aspects of his job for the last eight months. The analysis was shared with the Superintendent.

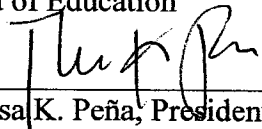
In addition, the Board evaluated the performance-based compensation goal for the Superintendent which is comprised of two parts: the district goals and the performance evaluation. Mr. Boasberg will receive \$1,666 for each district goal that is met (see attached results) and the Board recommends that he receive a prorated bonus of \$16,667 for the remaining \$25,000 performance-based compensation.

It is apparent that all Board members greatly respect the superintendent's leadership and his performance over the last eight months has earned the unanimous support of the Board. The superintendent received high compliments with regard to his transformation of the operations side of the system, his creativity and clarity relative to the planning process, his management of people, issues and finances (with a special note on the strength of the leadership team that may be the best in recent history of DPS), his capacity as an effective negotiator and mediator, his courage to make difficult decisions, and a long list of significant achievements since January.

The Board hired the superintendent with a single goal: improve academic performance for the kids of Denver. The areas where the Board would like continued emphasis is on instruction, continued improvement in Human Resources, and leadership in the development of a strong and highly functional governance team with the Board. The Board believes that the most important work of the Superintendent and the Board is a continued, intense focus on the district's bottom line of raising student achievement and closing the achievement gap.

The Denver Board of Education unanimously thanks the superintendent for the leadership that you have given us and the schools of Denver and entreats you to continue in that leadership role in the coming years. Thank you for your time, dedication and passion.

For the Denver Public Schools
Board of Education



Theresa K. Peña, President

10/13/09