



SoS #	SoS Recommendation Description	Q1 2019	July 2019	September 2019	December 2019	March 2020
#19	Prioritize development and stability of effective principals by providing incentives and additional support, particularly at high-poverty schools. Supports include reducing turnover of principal supervisors, stabilizing District leadership, improving collaboration between principals and central administrators, improving hiring practices, streamlining initiatives, increasing collaboration between central office departments, and	On target	On target	On target		
#20	Work with union officials to address transfer and hiring issues that promote high turnover and lower teacher experience at high-poverty schools. Also address remaining contract issues raised in the recent investigation of teacher misconduct, including retention of educator records and reducing administrative	On target	On target	On target		
	(b) Board adoption of a new Professional Conduct between Staff and Students policy and Out-of-District	Behind Schedule		On target	On target	
#21	While working to improve instructional quality, address other obstacles that create inequities at high-poverty schools. Strategies include changes to attendance rules, boundary changes, and practices that could encourage retention of high-quality principals and teachers at high-poverty schools, such as additional pay, enhanced training, and additional classroom support.	On target	On target	On target		
	(b) Board allocated funds to address enrollment imbalances and facilities utilization....	On target	On target	On target		
	(c) Compensation for teachers is directly tied to contract negotiations with PAT..	On target	On target	On target		
#22	Ensure consistent performance evaluation depth and quality by training administrators to set high expectations and improve the depth of reviews. Periodically review evaluations for quality.	On target	On target	On target		
	(b) Cross-functional OSP and HR team has begun review and coaching process for evaluations	On target	On target	On target		
#23	Regularly track teacher and principal turnover and the number of initiatives at schools and publicly report on it, with a particular focus on high-poverty schools.	On target	On target	On target		
#24	Adopt policies and practices that ensure strong management of contract and grant performance, particularly for non-competitive contracts and initiatives directly serving students, including consolidating	On target	On target	On target	Complete	
#25	Use the strategic planning process to evaluate the most effective and efficient use of contracts designed to increase student performance.	On target	On target	On target		
#26	The PPS Board should: Ensure that district administrators prioritize key steps to improve the efficiency and effectiveness of district operations, including:					
	a. Building an effective common core curriculum based on state standards and ensuring adequate school support and accountability for performance.					
	b. Developing a strategic plan that focuses on long-term investment and measurement of results. The plan should also address the district's organizational culture, including improving the district's feedback loops and trust between central administrators, principals, and teachers.					
	c. Addressing inequities at high-poverty schools, such as high turnover, low teacher experience, and					
	d. Improving the transparency and impact of the district's budget, including objective peer comparisons, analysis of results, and analysis of potential savings areas.					
	e. Tracking and addressing teacher and principal issues with student discipline practices and priorities.					
	f. Improving control of purchasing card transactions, contract performance management, and the oversight					