

Superintendent Goals 2011-2012

Goal Area #1: Student Learning

Primary Goals for 2011-12:

1A. *STUDENT PERFORMANCE GOAL:* The superintendent will maintain a system for the assessment and improvement of student skills in the major academic areas that results in steady and ongoing improvement in student achievement.

The board shall see:

- Longitudinal data on student scores that shows a trend toward improvement in the following areas within three years of the superintendent's tenure:
 - An increased percentage of students reaching the "exceeds" category on ISAT
 - Documentation – ISAT results presented to the BOE
 - A decreased percentage of students in the "below" category on ISAT
 - Documentation – ISAT results presented to BOE
 - An increase in student achievement growth as shown by cohort on NWEA testing for the general student population, as well as sub-groups identified on ISAT and the gifted/talented population
 - Documentation – Cohort growth charted over time using NWEA results

1B. *ACADEMIC IMPROVEMENT GOAL:* The superintendent will work with staff and administrators to develop a comprehensive teacher evaluation plan that complies with the PERA and SB7 reform legislation and will implement this plan beginning in the 2012-13 school year.

The board shall see:

- A presentation of the plan to the BOE by June of 2012

Ongoing Goals:

1C. The superintendent will facilitate the development of students' higher order thinking skills across all subject areas and assist the administration and faculty in creating a targeted staff development program through the implementation of the Power Walkthrough system.

The board shall see:

- Information on system design, rationale, implementation, and measured progress of the power walkthrough process to measure students' level of inquiry related to Bloom's Taxonomy

- Documentation- Power Walkthrough reports
- Information on the utilization of staff development opportunities for professional learning on topics pertaining to higher-level thinking and Bloom's Taxonomy
 - Documentation – Staff development agenda
- Information on the utilization of the power walkthrough process in creating a targeted staff development program.
 - Documentation – BOE presentation on the plan
 - Documentation – BOE presentation on the end of the year results

1D. The superintendent will analyze the current administrative structure and recommend changes, if appropriate.

The board shall see:

- A report on the analysis and recommendations for the 2012-13 school year
 - Documentation – Analysis and recommendation to the BOE

1E. The superintendent will work with staff and administrators to investigate the efficacy of current curricula and integrating supporting technologies, and will highlight areas needing updates, if and when appropriate.

The board shall see:

- A presentation to the board regarding projected needs with regard to curriculum
 - Documentation – BOE presentation on curriculum
- Information on the current technological advances related to curriculum adoption, and the potential impact to the school district
 - Documentation- Attendance at related conferences and presentations to the school board as necessary

Goal Area #2: Facilities and Finance

Primary Goals for 2011-12:

2A. The superintendent will investigate the possibility of changing the current grade configuration from a K-8 model to a grade level center model, and present findings to the BOE by the December COW meeting.

The board shall see:

- A presentation of the following considerations:
 - Related cost differentials
 - Documentation- BOE presentation
 - Educational pros/cons
 - Documentation- BOE presentation

2B. The superintendent will work with the Business Manager to present a balanced budget to the BOE for FY 2013.

The board shall see:

- A presentation of projections for expenses and revenues for the 2013 school year
 - Documentation – Tentative and final budget presented to the BOE in August of 2012

2C. The superintendent will work with the BOE and teaching staff to facilitate the negotiations process in order for the BOE to approve a negotiated contract prior to the 2012-13 school year.

The board shall see:

- Periodic updates on the negotiations process
- A negotiated teacher contract ready for BOE approval

2D. The superintendent will complete a CSBO certification program by August 2012.

The board shall see:

- Verification of state licensure, when available

Ongoing Goals:

2E. The superintendent will work with the Business Manager to ensure that revenues exceed expenses as documented by year-end audited accrual financial statements.

The board shall see:

- A presentation and analysis of year-end audited accrual financial statements
 - Documentation – BOE presentation

2F. The superintendent will create a system for documenting the internal controls of the financial processes within the school district.

The board shall see:

- An explanation of the existing controls in place
- An explanation of any identified areas of vulnerability
- Updates as needed on the implementation of additional controls
 - Documentation – Internal controls document presented to BOE in July of 2012

2G. The superintendent will provide a plan to reduce controllable operating expenses by June 2012.

The board shall see:

- An analysis of current operating expenses

Goal Area #3: Communication

Primary Goal for 2011-12:

3A. The superintendent will present the strategic planning document to the BOE and community and, upon completion, will provide updates on a regular basis.

The board shall see:

- A presentation to the BOE of the strategic plan final document by February of 2012
 - Documentation – Strategic plan
- Updates at each BOE meeting on progress toward completion
 - Documentation – BOE agendas and minutes

Ongoing Goals:

3B. The superintendent will provide the BOE and Community with a Mid-Year (January) review and update of district progress on initiatives.

The board shall see:

- A report and update on district progress related to the following topics:
 - Educational progress relative to past years
 - Documentation – Chart the academic achievement of the district and report it to the community
 - Impact of increased class size
 - Documentation – A report on administrative observations and, if available, objective data to support observations
 - Report on financial position
 - Documentation- budget report of expenditures ytd vs. budgeted amounts
 - Report on successes of PBIS
 - Documentation – student referral data
 - Report on progress with Power Walkthroughs
 - Documentation – Power Walkthrough reports
 - Report on progress of Algebra I/Geometry initiative
 - Documentation – teacher report
 - Report on the progress of Common Core implementation
 - Documentation – Cheryl report on
 - Report on the progress of the Volunteer Program

- Documentation – A report from the volunteer program on the number of volunteers utilized and survey results from teachers and volunteers

3C. The superintendent will convey a positive image of the schools, students, and staff to all stakeholders.

The board shall see:

- Weekly updates to the BOE
- Involvement as a visible presence in the community as evidenced by participation in the following:
 - Attendance at athletic events, music performances, and other school functions
 - Presentation of school district concerns and positives at the local government level
 - Participation in the Lake Villa Area Chamber of Commerce and Gurnee Rotary Club
 - Utilization of a system of communication with all members of the public on issues pertaining to the school district
 - Work with state legislators on issues impacting education

Goal Area #4: Culture and Climate

Primary Goal for 2011-12:

4A. The superintendent will oversee the implementation of the PBIS program.

The board shall see:

- Evidence that resources have been provided to implement the program
 - Documentation – staff development agendas
 - Documentation – FY 2012 Budget
- Information on the progress of the program
 - Documentation – Survey results