

## ***Superintendent Goals 2016-17***

**Goal:** Implement the strategic plan, monitor progress toward the implementation of the strategic plan, and report back to the BOE.

1. High-quality teachers & staff (PD, energized, innovative methods, diversity)
  - a. Create a staff development committee
    - i. Monitor staff development activities
    - ii. Align staff activities for teacher relevance
    - iii. Report progress to BOE
  - b. Cultivate relationships for teacher recruitment outside of Lake County
    - i. Investigate opportunities
    - ii. Report progress to BOE
2. Outstanding non-core academics (electives, fine arts, foreign language)
  - a. Support the middle school implementation of new specials programming
  - b. Secure funding for supplies and curriculum
  - c. Monitor progress and report back to BOE
3. Financially stable & solvent (integrity, responsible, secure, innovative)
  - a. Implement the maintenance plan
    - i. Refine the maintenance plan schedule
    - ii. Monitor progress by meeting with F/H and Dr. Johns
  - b. Monitor key indicators of financial planning
  - c. Investigate cost saving/revenue building opportunities
  - d. Investigate shared service opportunities with local school districts and municipalities
  - e. Report progress to BOE and community
4. Positive culture & climate (diversity, open to improvement, impacting the community)
  - a. Be mindful of staff success and celebrate wins
    - i. Raise profile of staff

- b. Seek feedback from all stakeholder groups
  - i. Parents
  - ii. Teachers
  - iii. Staff
  - iv. BOE
  - v. General Community
- 5. Outstanding core academics (rigorous, relevant, strong curriculum) {The following goals align to the criteria to meet the superintendent contract goals
  - a. Support the implementation of a writing program in K-5
    - i. Provide staff development for the implementation of the Lucy Calkins Units of Writing
    - ii. Monitor progress and report to the BOE
  - b. Support the implementation of an iPad pilot in the 3<sup>rd</sup> and 6<sup>th</sup> grade
    - i. Provide staff development opportunities for staff involved in the implementation
    - ii. Provide funding for the devices
    - iii. Monitor progress and report to the BOE
  - c. Review the efficacy of the math curriculum
    - i. Report PARCC/MAP results to BOE
- 6. Academically sound students that are good citizens
  - a. Create a definition of good citizenship with community input
  - b. Review current citizenship programming and curriculum
- 7. Science & technology (STEM, hands-on, progressive, meaningful)
  - a. Support the science committee in:
    - i. Selecting STEM resources
    - ii. Refining a scope and sequence for science K-8 aligned to NGSS
    - iii. Creating pacing guides for each grade level in science
  - b. Support the middle school specials teachers in developing courses that are STEM based
  - c. Support the implementation of the iPad

### 3. Performance Goals and Indicators.

In accordance with the requirements of Section 10-23.8 of the School Code, the following performance goals and indicators for the Superintendent have been established with respect to student performance and academic improvement:

Annually, the Superintendent, with the assistance of the District's administrative team, shall (a) evaluate the academic performance of the students in the District, which shall include, but not be limited to, student performance on standardized tests such as performance on the Illinois Standards Achievement Test (PARCC), completion of the curriculum, attendance and dropout rates; (b) review the curriculum and instructional services of the District; and (c) report to the Board his findings as to (i) student performance and (ii) recommendations, if any, for improvement of curriculum or instructional changes as a result of his evaluation of student performance. The presentation of the report shall constitute the achievement of the goals and indicators of student performance and academic improvement as required by this Contract and Section 10-23.8 of the School Code.