Policy Type: Board/Superintendent Relationship

Monitoring Superintendent Performance

In Board Policies the Board has set forth areas in which they wish to evaluate the superintendent. By focusing on these areas to evaluate the superintendent the board has prioritized these areas. This document serves as a mechanism to bring those systems together. Each year as part of the Superintendent's evaluation the strategic plan and oversight documents will be updated and then this document will be updated to match those documents. This document clarifies the Board's expectations for the Superintendent's performance on a yearly basis.

Strategic Plan

12/2015

Lake County School District Strategic Plan
Mission: To ignite a passion for learning
Vision: We are Elevating Expectations
July 1, 2015-- - June 31, 2018-
District Core Beliefs: • Inspire all students to be life-long problem-solvers • Create a culture of academic achievement • Build on the strengths of every individual

- Provide opportunities for risk-taking in learning
- Respect the whole person: physical, mental, emotional
- Empower all community members to be active participants in our schools
- Foster a safe environment for all students and staff
- Honor cultural difference
- Partner with families and community members

				Instruction			
Priority	**Current Reality**	**Priority Description**	**Implementation Strategies**	**Implementation Strategy Activity by Year**		**Performance Metric**	**Proximity to Performance Metric**
Priority #1: *Every day, we are college and career-ready.*	1. Purpose of ICAP is generally unclear to students and teachers.	**The superintendent and staff will ensure all students stay on or above grade level each year and graduate prepared to successfully implement a plan for college or**	1. Implement ICAP in 9th-12th grade.	15-16	Adapt new ICAP structure in grades 9-12.	High School Staff (9th-12th) will complete readiness assessment.	___Performance Exceeds Expectations *Assessment completed and additional steps taken.* ___Proficient (Progress Satisfactory) *Assessment completed.* ___Progress Less than Satisfactory *Assessment not completed.*
				16-17	Fully implement new ICAP structure in grades 9-12.	High School Staff (9th-12th) will show growth in at least two areas on the readiness assessment	

				17-18	Continue implementation and re-evaluate needs.	High School Staff (9th-12th) will show growth in at least two additional areas on the readiness assessment	
Priority #1: *Every day, we are college and career-ready.*	1. PARCC Language Arts 2015 2. Increase the percent of students scoring	**The superintendent and staff will ensure all students stay on or above grade level each year and graduate prepared to successfully implement a plan for college or career.**	All schools will have an instructional and professional development focus that supports student access to complex, grade-level appropriate texts.	15-16	PD on text complexity and data use in language arts.	PARCC 2015 +3% improvement in a language arts area. Increase the percent of students scoring at benchmark on DIBELS by 3%.	___Performance Exceeds Expectations *+3% growth in more than one language arts area.* ___Proficient (Progress Satisfactory) *+3% growth in one language arts area.* ___Progress Less than Satisfactory *>3% growth in any language arts areas.*
				16-17	PD on text complexity and data use in all content areas.	PARCC 2016 +3% improvement in a language arts category.	

	at bench mark on DIBELS by 3%					Increase the percent of students scoring at benchmark on DIBELS by 3%.	
				17-18	PD on text complexity and data use and implementation in writing.	PARCC 2017 +3% improvem ent in a language arts category. Increase the percent of students scoring at benchmark on DIBELS by 3%16-17.	
Priority #2: *Rigor and engagement are everywhere.*	1. Stu den ts are less eng	**The superinten dent and staff will provide all students**	1. All schools will focus on building student engageme	15-16	PD on student engagement.	Scores on two H KCS items *will increase by 3%	___Performance Exceeds Expectations *+3% growth in more than one language arts area.* ___Proficient (Progress

| aged than we would like them to be. | **with engaging learning opportunities.** | nt.

*HKCS items:
1. How often do you feel that the school work you are assigned is meaningful and important?
Never
Seldom
Sometimes
Often
Almost Always
(3%ncrease will be in the aggregate of Somethimes, Often, Almost Always.)

2. During the past 12 months, how would you describe your grades in school?
Mostly A's
Mostly B's
Mostly C's
Mostly D's
Mostly F's
None of these
(3%ncrease will be in the aggregate of Mostly C's, D's and F's.) | 16-17 | PD on student engagement. | Scores on two H KCS items *will increase by 3% | Satisfactory)
+3% growth in one language arts area.
___Progress Less than Satisfactory
>3%growth in any language arts areas. |
| | | | 17-18 | PD on student engagement. | Scores on two H KCS items *will increase by 3% | |

Climate & Culture						
Priorities	**Current Reality**	**Priority Description**	**Implementation Strategy**	**Implementation Strategy Activity by Year**		**Performance Metric**	**Proximity to Performance Metric**
Priority #3: *Diversity and culture make us better.*	Relational trust among adults has not been a school goal in the recent past.	**The superintendent and staff will create a space that is safe, inclusive, and welcoming for all.**	1. All schools will have a professional development focus on climate and culture that supports building relational trust between all stakeholders.	15-16	Focus on building trust among adults	Increase relational trust survey, Tell, or teacher perception survey scores on 5 school-selected items.	___Performance Exceeds Expectations *Scores improve on more than 5 school selected items.* ___Proficient (Progress Satisfactory) *Scores improved on 5 school selected survey items.* ___Progress Less than Satisfactory *Scores did not improve on at least 5 school selected items.*
				16-17	Focus on building trust among adults	Increase relational trust survey, Tell, or teacher perception survey scores on 5 school-selected items.	
				17-18	Focus on building trust among adults	Increase relational trust survey, Tell, or	

					teacher perception survey scores on 5 school-selected items.	

Infrastructure						
Priorities	**Current Reality**	**Priority Description**	**Strategy**	**Strategy Activity by Year**		**Performance Metric**	**Proximity to Performance Metric**

Priorities	**Current Reality**	**Priority Description**	**Strategy**	**Strategy Activity by Year**		**Performance Metric**	**Proximity to Performance Metric**
Priority #4: *("We plan for the future.")*	1. No clear capital plan. 2. Hiring process plan started.	**1. The superintendent and staff will plan and execute the capital and human capital investments that will make our district better.**	1. Create a 5-year capital plan.	15-16	Assess capital needs	Initial list completed	___Performance Exceeds Expectations *Initial list includes projected needs and preventive maintenance needs.* ___Proficient (Progress Satisfactory) *Initial list includes projected needs.* ___Progress Less than Satisfactory *Initial list is not created.*
				16-17	Engage master planner	Master plan created	
				17-18	Implement master plan.	Completion of first year plan.	
			2. Create	15-16	Focus on certifie	New hiring process	___Performance Exceeds Expectations *New hiring process in place with central documents and training for all hiring managers.*

				a ne w re cr ui ti ng an d hi ri ng pr oc es s		d	in place with central docume nts and training for hiring manage rs who hire license d staff.	___Proficient (Progress Satisfactory) *New hiring process in place with central documents and training for hiring managers, who hire licensed staff.* ___Progress Less than Satisfactory *New hiring process in place with central documents and training for all hiring managers.*
					16-17	Focus on approp riate staffin g levels.	Approp riate staffing level system is created.	
					17-18	Focus on retenti on	Retain 70% of staff who align with district expecta tions.	