

**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.

**Lake County School District Strategic Plan GOALS**

|   |                            |   |
|---|----------------------------|---|
| <p>1. Ensuring all students stay on or above grade level each year and graduate prepared to successfully implement a plan for college or career<br/> Every day, we are college and career-ready</p> |                            |   |
| LITERACY IMPROVEMENT<br>(ACHIEVEMENT & GROWTH)  | ACHIEVEMENT GAP<br>CLOSING | MATH IMPROVEMENT (ACHIEVEMENT & GROWTH) |
| <p><b>LONG TERM GOAL:</b> LCSD WILL BE ACCREDITED WITH DISTINCTION BY 2025 AS MEASURED BY THE STATE PERFORMANCE FRAMEWORK RELEASED IN AUGUST/SEPTEMBER OF 2026.</p>                                 |                            |   |

|   |  |  |
|---|--|--|
| 2. Providing all students with engaging learning opportunities<br>Rigor and engagement are everywhere   |  |  |
| EXPEDITIONARY<br>LEARNING<br>FIELDWORK<br>DEVELOPMENT   | ENGAGING & MEANINGFUL<br>INSTRUCTIONAL PRACTICES | STUDENT PORTFOLIO SHOWCASES RIGOR & ENGAGEMENT |
| <b>LONG TERM GOAL:</b> BY 2025, 100% OF STUDENTS WILL SHOWCASE INDIVIDUALIZED, ENGAGING AND RIGOROUS WORK AND ACADEMIC GROWTH ACROSS MULTIPLE SCHOOL YEARS THAT ALIGNS TO STUDENT PERSONAL GOALS AND (CAREER) INTERESTS AND DEMONSTRATE PROFICIENCY IN STATE STANDARDS AS SHOWCASED IN A STUDENT PORTFOLIO. |  |  |

|   |                           |                    |
|---|---------------------------|--------------------|
| 3. Creating a space that is safe, inclusive, and welcoming for all<br>Diversity and culture make us better  |                           |                    |
| SCHOOLS OF CHOICE   | BUILDING SAFETY STANDARDS | EQUITY ACTION PLAN |
| <b>LONG TERM GOAL:</b> By 2025, 85% of parents with children attending LCSD or eligible to attend LCSD who completed the school climate survey will express satisfaction with their child(ren)'s enrolled or eligible to enroll school in response to the following question: Is your child's current school your first choice for your child?<br><br>By 2025, 95% of students in grades 5-12 attending LCSD who completed the school climate survey will express satisfaction with their school in response to the following question: Is your current school the best school for you? |                           |                    |

|   |  |                                 |
|---|--|---------------------------------|
| 4. Planning and executing the capital and human capital investments that will make our district better<br>We plan for the future  |  |                                 |
| STAFF RETENTION & RECRUITMENT   |  | FACILITIES MASTER PLAN DUST OFF |
| <b>LONG TERM GOAL:</b> By 2025, LCSD will have met the facility related goals as defined within the “2023 Master Plan Dustoff” for the corresponding year.<br><br>By 2025, 95% of staff employed with LCSD who completed the culture and climate survey will express satisfaction with LCSD as an employer in response to the following question: Is LCSD your first choice for employment?<br><br>By 2025, 100% of supervisors within LCSD will express satisfaction with LCSD employees in response to the following question: Are the employees of LCSD meeting the needs of the organization to fulfill our strategic plan/goals? |  |                                 |