

## SUPERINTENDENT PERFORMANCE PLAN

### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES<sup>1</sup>

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals for the Superintendent have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure the Superintendent's performance:

1. The Superintendent shall seek to promote academic improvement in the District by the following methods, but not limited to:
  - a. Directing and supervising the Assistant Superintendents and Principals to involve the staff in developing district and school improvement plans;
  - b. implementing Board of Education goals;
  - c. implementing school goals;
  - d. directing and supervising the administrators and staff toward the improvement of instruction and student engagement in all academic areas.
  
2. The Superintendent shall seek to promote improvement in student performance in the District by the following methods, including but not limited to:
  - a. implementing improved methods to assess and evaluate student performance in accordance with district and school improvement plans;
  - b. directing and supervising the Assistant Superintendent and Principals to analyze student performance on standardized assessments; and
  - c. providing leadership to ensure that the schools have effective procedures regarding student conduct.

The Board and Superintendent will review and assess the Superintendent's overall performance based upon the above-listed student performance and academic improvement goals. The Board shall make a determination whether the Superintendent has met the above performance goals after an evaluation of the Superintendent and shall continue its determination in writing.

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<sup>1</sup> These objectives are to be applied to the Superintendent's performance since the commencement of the Agreement and through its conclusion. The results of the continuing evaluation of the Superintendent indicate that he has met (2012) these goals and activities, and more specifically will hone these goals and activities as set forth herein as follows.

## GOALS

1. Accomplish 2012-2013 Board of Education Goals.

### Action Plan:

- Work with the Board of Education in developing Board of Education goals/initiatives.
- Assign administrators to specific goals to serve as facilitators
- Meet regularly to monitor status
- Meet formally quarterly with administrators to monitor progress
- Prepare three written reports on goals status for Board of Education

2. Assist administrators in accomplishing their individual 2012-2013 goals.

### Action Plan:

- Meet regularly to monitor status
- Meet formally quarterly to monitor progress
- Prepare three written reports on goals status for Board of Education

3. Using a cohort analysis, a report will be generated by March 1, 2013, comparing ACT scores, student achievement tests and other tests, and the progress students make on these tests, with established college entrance standards, including drop-out rates, suspension rates, expulsion rates, discipline rates and grade distributions.