

Appendix A

2020-2021 Superintendent Goals and Indicators

The Board and Superintendent agree that this multi-year contract is a performance-based contract which includes performance goals related to student performance and academic improvement attributable to the Superintendent's responsibilities and duties as provided in Section 5/10- 23.8 of The School Code. These goals are as follows:

Strategic Plan Goal 1: Student Success -- Maximize the academic achievement and personal growth of every student.

Superintendent Goal 1A for 2020-2021: Student Performance & Academic Improvement

(According to School Code requirements Goal 1A must be met before the contract is rolled over or extended.)

Demonstrate progress toward attainment in student performance as measured by reports to the Board on the majority of the performance indicators:

- Increased student enrollment in AP Courses
- Student success on AP exams
- Student success on standardized tests
- Expansion of AVID program
- Expansion of the dual language/bilingual programs
- Report on student engagement during the COVID pandemic as reported to the Board in January and March 2021

Superintendent Goal 1B for 2020-2021: Extra-Curricular Activities and Athletics

- Enhance the quality of the District's extra-curricular activities and athletics through evaluations of coaches/advisors
- Develop co-curricular communications plan for future implementation

Strategic Plan Goal 2: Organizational Effectiveness -- Cultivate and ensure structural supports that develop and retain high-quality staff.

Superintendent Goal 2 for 2020-2021: Organizational Effectiveness

- Recruit and retain high-quality staff
- Provide outstanding staff development opportunities as measured by such indicators as the curriculum development review, the work of professional learning teams, and continuation of the instructional coaches program.

Goal 3: Communication and Community Relations -- Build partnerships between the district and community to enhance student learning.

Superintendent Goal 3 for 2020-2021: Communication

- Improve communication and community relations as measured by such indicators as the ECRA survey of parents and community members, continuation of calendar improvements, enhanced quality of written communications to parents and community organizations, review of the District communication plan, and ongoing efforts to respond to individual Board member questions.

Goal 4: Finance and Operations -- Maintain organizational and operational excellence.

Superintendent Goal 4 for 2020-2021: Improvements in Facilities

Improve District facilities as measured by such indicators as:

- Monitor planning of the high school locker room renovation
- Monitor the bill pay process through the business office
- Monitor the Master Facilities Plan
- Develop a plan to collect late fees