

BOARD GOALS – 2012/2013 School Year

Goal #1: Hire and retain the highest quality faculty and staff

Measures of Success

1. Adoption of plan to improve the evaluation system.
2. All administrators complete qualified evaluator training.
3. Public report of priorities for recruitment.
4. Document displaying the alignment of staff development to effective practice.
5. Evaluation documents - faculty and staff.
6. Multiple Compensation Strategies Comparison Report (NO recommendations)

Employee Actions

- a. All administrators will earn qualified evaluator status by way of the state training modules.
- b. The evaluation process for all scheduled employees will be completed on time.
- c. Develop among all employees an understanding as to how the state rules impact their individual roles.
- d. Establish an employee task force to further enhance the evaluation system in preparation for 2016.
- e. Research and prepare the multiple compensation strategies comparison report.
- f. Design a professional development expectation/plan to build capacity in the respective roles.
- g. Complete progress reports for the board.

Community Involvement

- i. Parent workshops and feedback sessions relative to recruitment and evaluation (Danielson).
- ii. Parent participation on site based leadership teams.

Board Actions

- A. Charge administration with the implementation of the new evaluation plan as required by the state and direct administrators to prepare a professional development plan that focuses on effectiveness and affordability.
- B. Review, provide feedback and approve the plan to improve the evaluation process and targets.
- C. Review, discuss and approve the professional development priorities and opportunities offered faculty and staff.
- D. Receive and digest the multiple compensation strategies comparison report.

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Goal #2: Increase information flow among stakeholders

Measures of Success

1. Four to six public reports on areas of community interest.
2. Endorse a plan for communicating more effectively with residents using various technologies.
3. Approved lists of districts to be used for a variety of financial and academic comparisons, including a district dashboard.

Employee Actions

- a. Work with FORC to develop the criteria for, and the recommended list of districts for financial comparisons.
- b. Complete the recommended list of districts for academic comparisons.
- c. Investigate best uses of technology for communication purposes.
- d. Prepare and present reports to the board and community on topics of interest.

Community Involvement

- i. FORC – Review and recommend financial comparison list.
- ii. Survey – broadcasting and the use of other informational technologies.
- iii. Garner community input – topics of interest, etc.
- iv. Public comment on the financial and academic comparison lists.

Board Actions

- A. Approve financial and academic comparison lists.
- B. Approve expense for monthly full-page insert in Village FYI.
- C. Identify strategies and costs for using other technologies for communication purposes.
- D. Provide board time for reports of interest to the community.
- E. Provide feedback relative to priorities for the list of topics.
- F. Publish list complete with dates and times.
- G. Direct the administration to prepare topic reports, and recommend engagement opportunities.

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Goal # 3: Improve district facilities to be cost-effective, safe and highly functional

Measures of Success

1. The completion of the next four school playgrounds on time and on budget.
2. The official adoption of a 10-year capital improvement plan.
3. Adopt a plan for our Madison Street properties.

Employee Actions

- a. Complete ADA and AC study, and an analysis of space needs.
- b. Plan board presentation – 10 year priority.
- c. Prepare RFQ for Architect.
- d. Investigate, identify and seek sources of funding.
- e. Modify plans as per board direction.
- f. Prepare and review bids for playground.
- g. Engage and communicate with board and citizens.

Community Involvement

- i. FAC review and comment.
- ii. FORC review and comment.
- iii. Engage citizens in Board led conversations about Madison Street properties.
- iv. Engage citizens in Administrator led discussions about playgrounds and fields.
- v. Engage citizens in FAC led public conversations about a 10-year capital plan.
- vi. Public comment period for 10-year capital priorities plan.

Board Actions

- A. The establishment of priorities for a 10-year capital improvements plan.
- B. Complete a review of HVAC options for school sites.
- C. Study and make recommendations relative to the district's ADA requirements.
- D. Hire architects.
- E. Develop IGA with the Park District as necessary.
- F. Approve the 10-year Capital Improvements Plan.
- G. Endorse the playground improvements for the next four school sites.
- H. Review plan(s) for Madison Street Properties and adopt the best option.
- I. Preliminary review of design and cost estimates for playground improvements.
- J. Timely approval of bids for playgrounds improvements.