

|                            | <b>D97 Board</b>   | <b>Dr. Roberts</b>  |
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| <b>Student Growth/Data</b> | <p>Goal 1: Data Usage</p> <ul style="list-style-type: none"> <li>• Gain an understanding of best practices regarding strategic data usage</li> <li>• Provide guidance to the administration regarding the Board’s expectations on how and what kind of data we would like to see utilized</li> </ul>                 | <p>Goal 1: Academic Excellence and Overall Student Growth</p> <ul style="list-style-type: none"> <li>• Continue to create an environment that fosters excellence for each and every student we serve through:                             <ul style="list-style-type: none"> <li>○ Stronger Data Analysis and Usage of data</li> <li>○ The Ongoing Implementation of Response to Intervention Processes and PBIS Interventions</li> <li>○ Effective Teacher Evaluations</li> <li>○ Practices and Programs that Raise Levels of Expectation</li> <li>○ Participation and Involvement</li> </ul> </li> </ul>  |
| <b>Communications</b>      | <p>Goal 2: Communications</p> <ul style="list-style-type: none"> <li>• Continue creating an interactive relationship with our community regarding the District’s vision and plans</li> <li>• Provide guidance for development of, and ultimately adopt, easily-accessible District performance indicators</li> </ul> | <p>Goal 2: Communication and Engagement</p> <ul style="list-style-type: none"> <li>• Continue to build upon established communication processes and further develop the district’s capacity to both listen and lead through the use of:                             <ul style="list-style-type: none"> <li>○ Personal Contact – Community Chats and Other Venues</li> <li>○ Technology – Web Site, Staff Meetings, Teacher Pages, Voice and Video Messaging, Blogs, Twitter, etc.</li> <li>○ Engagement Strategies for Eliciting Feedback from Faculty, Staff, Students and Community Members - Surveys, E-mail, etc.</li> <li>○ Traditional Measures - Newsletters, Meetings, Conferences, etc.</li> </ul> </li> </ul> |

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| <p><b>High Expectations and Consistency</b></p> |  | <p>Goal 3: High Expectations and Consistency</p> <ul style="list-style-type: none"> <li>• Continue to build the district’s capacity to deal with critical issues in a consistent manner and with high expectations through a process that:                             <ul style="list-style-type: none"> <li>○ Clearly Identifies the Problem/Concern</li> <li>○ Establishes a Framework for Resolution</li> <li>○ Keeps the Line of Communication Open</li> <li>○ Evaluates the Effectiveness of the Process</li> <li>○ Holds Faculty, Staff and Administration Accountable</li> </ul> </li> </ul> |
| <p><b>Facilities</b></p>                        | <p>Goal 3: Facilities:</p> <ul style="list-style-type: none"> <li>• Adopt a definitive plan for handling the District’s short and long-term facility needs, in consideration of                             <ul style="list-style-type: none"> <li>○ anticipated enrollment trends</li> <li>○ the need to replace or repair aging facilities (both buildings and grounds)</li> <li>○ the potential of offering new student services in the future</li> </ul> </li> </ul> |  |
| <p><b>Compensation and Performance</b></p>      | <p>Goal 4: Compensation and Performance:</p> <ul style="list-style-type: none"> <li>• Develop a better understanding of best practices for attracting and retaining high performing staff members</li> </ul>   |  |
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| <b>Possible additional areas</b>   |   |   |
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| <b>Technology</b> ( <i>currently in second year of technology plan</i> ) | Technology: Consider board presentations on technology plan and increased board involvement in the 5 year tech plan |   |
| <b>Strategic planning</b> ( <i>current plan ends 8/2012</i> )            | Set plan for creation and adoption of next strategic plan   | Consider adding goal related to planning for next strategic planning process (mentioned in 10-11 goals) |

**Additional considerations for both parties for sections above:**

- **Student Growth/Data:**
  - Build targets for academic student growth that will allow students to be college and career ready.
  - Track student success into D200 and into college
  - Board could receive the following information:
    - Presentation about data usage from district or outside-of-district expert(s)
    - Presentation on current systems of data usage that are uniform in the district at the district-administrator level, principal level, teacher level with a focus on usage of academic data
    - Annual SPED report that includes the following information: # and % of SPED students over the previous 10 years, by disability, staffing ratios, # of students at each level of RtI, strategies for serving students before they get an IEP and any early results of this effort.
  
- **Compensation and Performance**
  - Includes understanding best practices regarding staff compensation and evaluation