



## Illinois New Superintendent Mentoring Program Professional Development Plan



New Superintendent: Dr. Albert G. Roberts      Date of Plan December 1, 2010

### X Standards Self-Assessment Completed

**Strengths:**

**Opportunities for Growth:**

Goals	Activity/Person Responsible	Standard	Timeline	Evaluation/Reflection
The Superintendent will articulate a vision that supports academic excellence for all students and learning design that is representative of district needs and the culture of the community.	The Superintendent will make presentations and engage stakeholders in person and by the use of technology and media. (See attachment) <b>Persons Responsible - Superintendent</b>	Visionary Leadership	Ongoing	<ul style="list-style-type: none"> <li>a) Meeting Minutes</li> <li>b) News Articles</li> <li>c) Website Status</li> <li>d) Survey Information</li> <li>e) PowerPoint Presentations</li> </ul>
The Superintendent will develop a plan to enhance the evaluation process for instruction staff. <ul style="list-style-type: none"> <li>a) Charlotte Danielson's Model</li> <li>b) MCREL Research</li> <li>c) Targeted strategies to tie teacher/administrator performance to student success</li> <li>d) Use of technology for efficiency and thoroughness</li> </ul>	The Superintendent will identify the challenges the district must address to develop a thorough and efficient evaluation process; and work with teachers/administrators to build their capacity to engage in the meaningful, and sometimes difficult, discussions about teaching and learning. <b>Persons Responsible – Superintendent, Building Principals and Central Office Administrators</b>	Instructional Leadership	July 1, 2010 – April 30, 2011	<ul style="list-style-type: none"> <li>a) Training Opportunities</li> <li>b) Meeting Notes</li> <li>c) PowerPoint Slides – Preferred Future</li> <li>d) Evaluation Summary Reports and Anecdotal Information</li> <li>e) Board Minutes</li> <li>f) Technologically Ready Evaluation documents</li> </ul>

<p>The Superintendent will work with the administrative team to streamline the strategic plan to ensure effective and lasting implementation.</p>	<p>The Superintendent will coordinate the work of the administrative team to ensure the strategic initiatives identified as priorities are being implemented and evaluated for effectiveness. <b>Persons Responsible</b> – Superintendent, Building Principals, Central Office Administrators</p>	<p>Organizational Leadership</p>	<p>Ongoing</p>	<p>a) Strategic Reports b) Meeting Notes c) Board Minutes</p>

*Albert G. Roberts*

New Superintendent

*December 3, 2010*

Date

*Quentin Joseph*

Mentor

*Dec. 3, 2010*

Date