

APPENDIX A
SUPERINTENDENT'S PERFORMANCE GOALS AND INDICATORS
(2017-2018)

BUILDING ACADEMIC ACHIEVEMENT

Goal: Ensure that the District's curriculum and instruction support the academic growth of students as compared to student achievement in other high-performing schools.

Indicators:

- Students in Pleasantdale SD 107 in grade 3-8 will show 5% growth in reading and math as measured by the PARCC Assessment.
- Students in grades K-8 will make average academic gains as outlined in the NWEA MAP national norms.

Grade	Reading		Math	
	Cohort %ile Rank	Target RIT Growth	Cohort %ile Rank	Target RIT Growth
K	N/A	17.1	N/A	19.1
1	90	17.3	87	18.23
2	83	13.84	83	15.13
3	84	9.93	76	13.13
4	80	7.58	76	11.93
5	77	5.97	68	10.30
6	93	4.56	88	8.38
7	88	3.54	80	6.33
8	92	2.42	92	5.38

- **STRETCH GOAL:** Pleasantdale SD 107 will improve its township ranking as measured by PARCC from fourth to third.

The Superintendent will report annually to the Board on the academic achievement of Pleasantdale students as measured against other high-performing school districts.

BUILDING LEARNING CAPACITY

Goal: Develop opportunities for Pleasantdale leaders and learners to cultivate advancement of global competency and cultural awareness through innovative learnings experiences.

Indicators:

- Explore and pilot opportunities to provide students with experiences that allow them to be communicators, problem solvers, global citizens, and individuals (e.g. coding, MakerSpaces, recording rooms, Genius Hour, STEAM, etc).
- Build capacity for growth mindset in the Pleasantdale community.
- Complete and publish an aligned curriculum in all fundamental learning areas Pre-K through 8th grade that embeds technology and global competencies.
- Investigate various differentiation strategies to improve student learning through the use of formative and standardized assessment.
- Expand the technology committee to enhance and evaluate the C4 Learning Plan.
- Establish a Superintendent's Advisory Committee to enhance social/emotional learning in PSD 107.

The Superintendent will report annually to the Board on his progress in building learning capacity in the District. The Superintendent will report annually to the Board on actions taken and activities held to support the Board-approved action steps for building learning capacity.

BUILDING LEARNING ENVIRONMENTS

Goal: Develop flexible learning environments in the District's schools that promote purposeful collaboration and a balanced educational approach to create inspired 21st century learners.

Indicators:

- Explore flexible spaces and furniture arrangements for teacher to teacher, teacher to student, and student to student collaborative work.
- Develop cycles for regular maintenance and upgrades (i.e. painting, floors, lockers, etc.)
- Develop a refresh cycle for computers, LCD projectors, personal devices and other technologies.
- Expand and create new opportunities to celebrate the accomplishments of staff and students.

The Superintendent will report annually to the Board on his progress in developing flexible learning environments in the schools. The Superintendent will report annually to the Board on actions taken to support the Board-approved action steps for building flexible learning environments.

BUILDING HUMAN CAPITAL

Goal: Ensure that the District is recruiting, hiring, and retaining high-level professionals who engage in collaborative professional development and are committed to learning and implementing innovative strategies focused on improved student learning.

Indicators:

- Develop a robust professional development system that is relevant, timely, pertinent, and personalized for every staff member to enhance teaching and learning through collaboration.
- Build a comprehensive mentoring program for all staff members (teachers, support staff, instructional aides, substitutes, and administrators).
- Explore building and district schedules allowing staff the time to have the greatest impact on teaching and learning.
- Review and align current practices for hiring to our new mission, beliefs, and Portrait of a Graduate.
- Continue collaboration on an improved evaluation system.

The Superintendent will report annually to the Board on his progress in building human capital in the District. The Superintendent will report annually to the Board on actions taken to support the Board-approved action steps for building human capital.