

APPENDIX A
SUPERINTENDENT’S PERFORMANCE GOALS AND INDICATORS
(2018-2019)

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				
1				
2				
3				
4				
5				
6				
7				
8				

- STRETCH GOAL: Pleasantdale SD 107 will improve its township ranking as measured by PARCC from fourth to third.
- Additional Goals
 - Superintendent will ensure information on the district website is kept up to date and accurate including, but not limited to: employee lists, calendars, and photographs.
 - Superintendent will ensure the Board has all information discussed at a Board meeting well in advance of the meeting.

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:

Building Learning Capacity (Action Steps)	Measures (when applicable)	Deliverables (when applicable)
Complete and publish aligned units of study in all fundamental learning areas (1-2 units per discipline per year) pre-K through eighth grade that embeds technology, inquiry, and global competencies.	Once created, core area units will be reviewed with the corresponding Equip rubric, and will result in 2s (meets many of the criteria) or 3s (meets most to all of the criteria) on all measures.	
As curriculum and units of study are designed, align and analyze assessments to support differentiated instruction.		Systems for data analysis will be implemented in grade level (PES) and subject area teams (PMS) to provide teachers with the information they need to fully differentiate for their students.
Support parents as we implement changes to the curriculum and instructional practices (e.g. parent universities, learning experiences, celebrations).		Each new curricular improvement will be accompanied by a parent information session. (e.g. second cup of coffee, presentations, experts, meetings)
Adopt a workshop model of instruction that supports individualized student learning through differentiation and timely/targeted feedback.	Collect baseline data on student growth in writing based on a pre/post on-demand	All K-4 and ELA teachers will receive ongoing professional

	assessment	development in Writers Workshop
Investigate opportunities for students to have increased choice and voice through learning pathways that allow students to pursue their interests and passions.		Recommendations to the Board for changes in the delivery of world language.
Continue to support the Pleasantdale staff in year two of adopting a growth mindset; build capacity for students and community.	75% of classrooms will include lessons on the growth mindset based on a self-reporting survey.	
Implement a framework for technology integration into teaching and learning (e.g. SAMR, 4 Shifts Protocol . . .).	50% of teachers will use the innovative teaching coach to implement framework friendly lessons in their classes	

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:

Building Learning Environments (Action Steps)	Measures (when applicable)	Deliverables (when applicable)
Implement a district safety taskforce that will bring recommendations to the Board to ensure that we continue to provide a safe and secure school environment.		Based on recommendations, develop a three year school safety implementation plan.
Form an SEL (Social/Emotional Learning) stakeholder committee at each building to examine feasibility and options to best meet the needs of students at each building.		Based on committee work, bring recommendations to the Board of Education for an

		improved SEL program.
Provide staff with resources to pilot flexible use of learning spaces that support the competencies outlined in our Portrait of a Pleasantdale Graduate and Pleasantdale 107 belief statements.		
Seek community input and develop a plan for constructing modern library space at both schools that will support our mission to create a community of inspired learners.		Based on Board approval develop a community engagement process and bring recommendations to the Board.
Develop articulation processes for grade-to-grade (Pre-K through 8th grade) and middle to high school transitions.	Collect baseline data from kindergarten and 5th grade parents to determine how well students transitioned to their new school.	

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:

Building Human Capital (Action Steps)	Measures (when applicable)	Deliverables (when applicable)
Establish building and district schedules allowing staff the time to have the greatest impact on teaching and learning.		
Pilot a co-teaching model of instruction in ELA and Math at both schools.	Analyze cohort growth data for students in the co-taught classes	

	to determine how many meet/exceed growth targets.	
Implementation of the paraprofessional evaluation tool and the use of a research based rubric for teacher evaluation.		
Establish a Professional Development Pathways (PDP) program that allows teachers to engage in professional development that is individualized and provides staff with greater agency. (i.e. online programs, instructional coaching, learning cadres).	80% of teachers, who have completed courses, will report that they have applied what they learned to their current practice.	
Implement a comprehensive mentoring program for certified staff and implement an employee induction program for instructional assistants.		Convene focus groups of mentors and new teachers to determine areas for improvement.
Implement a wellness program that will build a culture of health, wellbeing, and the ability to grow by supporting the whole person (physically, socially, and emotionally).		
In collaboration with TAP (<i>Teachers Association of Pleasantdale</i>), investigate various methods/models for collective bargaining.		

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.

Below are the district's ongoing measures of success.

Measurement Tool	Goal Statement	Specific Measures
Academic Measures of Progress		
NWEA-MAP Test	Thorough improved teaching practices, improve student outcomes as measured by MAP.	From the Fall assessment period to the Spring assessment period, students will meet their target RIT growth in both reading and math.
PARCC Exam	Improve attainment scores in	Improve district composite scores in

	reading and math as measured by the PARCC Exam.	reading and math by 3%.	
Culture/Climate Measures of Progress			
School Perceptions Community Survey	Improve our overall teacher, parents, and student satisfaction with district services	2016 ¹ Parent: 97.1% Student: 81% Teacher: 93.3%	2018 Parent: 93.3% Student: 78.2% Teacher: 89.3%
Illinois 5Essentials Survey of Learning Conditions	Improve culture/climate of schools as measured by the 5Essentials survey.	2017 More Implementation ²	2019 TBD
Freshman Preparedness Survey	Improve how well students report they are prepared for high school based on the Lyons Township Freshman Preparedness Survey.	2017 91.7%	2018 91%
Financial Measures of Progress			
Annual Financial Report	Individual fund expenditure containment	Expenditures in each major fund will be contained to the below increases: Educational Fund: 4% Operations and Maintenance: 3.5% Transportation: 4% Capital Projects 4%	
Annual Financial Report	Overall budget expenditure containment	Overall budget expenditures will be contained to no more than a 3.5% increase.	

¹ Parent Question: Overall how satisfied are you with district services?
Student Question: My teacher explains things in a way that makes sense to me.
Teachers: The district is a good place to work.

² More Implementation is the second highest designation on the rating scale and means that our schools score between .5 and 1.5 standard deviations above the benchmark.