

November 2012

To: Forest Lake Area Schools  
School Board Members

From: Linda M. Madsen, Ph.D.  
Superintendent

RE: Superintendent Evaluation  
Specific Goals for 2012-13

### Superintendent's Contract Language

#### *ARTICLE IX. PERFORMANCE PAY*

*The Superintendent may receive performance pay, the amount to be based on an annual evaluation of the Superintendent's performance relative to three or more mutually agreed upon goals. The maximum performance pay available for ....the 2012-13 Contract year shall not exceed \$9000. The School Board Staff Welfare Committee shall assess the Superintendent's performance and recommend a dollar amount to be awarded. The School Board shall approve the performance pay award.*

#### **Goal 1: Student Achievement**

Science – Continue the implementation of the STEM initiative at Lino Lakes Elementary. MCA results will be used to assess this goal.

Literacy – Continue the implementation of ADSIS teachers at the elementary level as a way of increasing achievement in reading. This is the third year the district has been awarded a grant to hire teachers to support students that need additional support in literacy. Student data will be gathered and will be used to compare with future years.

Math – Continue the implementation of an ADSIS teacher at two elementary schools in order to increase achievement in math. This is the second year ADSIS teachers will focus on improving achievement in math in an elementary school. Student data will be gathered and will be used to compare with future years.

#### **Goal 2: Community Engagement**

Continue the partnerships with various community groups that have been established or enhanced the past two years.

#### **Goal 3: Legislative Involvement**

Inform and influence state and federal lawmakers, and other agencies, on issues impacting our school district.

Engage staff and community members to inform and influence state and federal lawmakers, and other agencies, on issues impacting our school district.

**Goal 4: Financial Considerations and Innovations**

Continue to seek ways to secure additional revenue through various means to support the financial stability of the school district.

Continue to seek ways to find efficiencies in the system that provide cost savings.