

**Superintendent Self Evaluation
March 2011**

District Goal #1 (Climate)

The Superintendent shall ensure a safe and positive learning environment in the District 227 schools. Indicators

Indicators – The Superintendent will:

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| 1. Develop strategies to improve morale, climate and safety (use 2009 Strategic Plan (SP) and HR Audit |
| 2. Establish a district-wide evacuation and safety plan |
| 3. Conduct climate survey |
| 4. Build rapport with students and staff |

Evidence needed to measure achievement and/or progress on indicators.
(BOE agrees with Superintendent on evidence needed to measure performance)

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| 1. Provide student attendance data - Quarterly |
| 2. Report PBIS and RtI results – Quarterly - Emphasize behavior and discipline progress |
| 3. Staff development – Emphasis on training staff to teach children of “color” |
| 4. Staff and student meeting reports – Emphasize rapport building throughout district |

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District Goal #2 (Community Engagement)

The Superintendent shall engage the community in the achievement of District 227 students.

Indicators – The Superintendent will:

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| 1. Develop aggressive and rigorous Public Relations plan |
| 2. Establish S.M.A.R.T superintendent objectives around engaging the community in student achievement |
| 3. Publish district-wide newsletter - monthly |
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Evidence needed to measure achievement and/or progress on indicators.
(BOE agrees with Superintendent on evidence needed to measure performance)

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| 1. Monthly newsletter |
| 2. Key Communicator meeting reports |
| 3. Diverse participation |
| 4. PR progress report presented to Board – Monthly (include strategies, meetings, summary report and data) |

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District Goal #3 (Monitor and improve instruction to improve student achievement)

The Superintendent shall develop strategies to monitor and improve instruction to improve student achievement.

Indicators – The Superintendent will:

1. Provide strategies for monitoring all staff performance in relationship to student achievement

2. Ensure a vertically aligned formative and summative assessment system focused on student achievement

3. Demonstrate progress on all district level initiatives – common assessments, PLCs, Advisory periods, use of Power School, technology usage, RtI, etc.

4. Implement/use recommendations from the 2009 Strategic Plan regarding Instruction and Student performance

Evidence needed to measure achievement and/or progress on indicators.

(BOE agrees with Superintendent on evidence needed to measure performance)

1. Periodic written reports from building staff (include data in reports)

2. Student Assessment reports (formative and summative) – Quarterly and Annually

3. Staff/Faculty Development reports – Quarterly and Annually

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District Goal #4 (District Improvement Plan)

The Superintendent shall develop a District Improvement Plan.

Indicators – The Superintendent will:

1. Provide the Board with a written District Improvement Plan that is aligned to the 2009 Strategic Plan and individual School Improvement Plans

2. Work with the ISC 4 team to transition the district to Rising Star

3. Develop an action plan from the Rising Star system

(List other indicators as needed)

Evidence needed to measure achievement and/or progress on indicators.

(BOE agrees with Superintendent on evidence needed to measure performance)

1. Provide the Board with a copy of the DIP plan in the Rising Star format

2. Presentation of Rising Star indicators

3. Obtain Board approval