

## **SUPERINTENDENT/DISTRICT PERFORMANCE GOALS 2015- 2016**

The Superintendent will develop, support, and/or implement plans that promote educational quality in Wilmette Public Schools District 39 in the following categories:

- **Teaching and Learning**
- **Sustainability Practices**
- **Technology Infrastructure and Infusion**
- **Non-cognitive Skills**
- **Teacher Evaluation**
- **Grade 5-8 Model**
- **Facilities Development**

### **GOAL 1: TEACHING AND LEARNING**

*PROVIDE SYSTEMS FOR FORMATIVE AND SUMMATIVE ASSESSMENT PRACTICES, CURRICULUM REVIEW AND DEVELOPMENT, AND PROFESSIONAL DEVELOPMENT TO SUPPORT TEACHING AND LEARNING IN DISTRICT 39*

#### Deliverables

1. Collaborate with administrative team, statistician, and the Board on potential use of Performance Series “expected gains” to track student growth and inform instructional practices
2. Explore appropriate growth indicators for high performing students
3. Support and communicate analysis of PARCC data
4. Direct District 39 communications regarding analyses of student data on Performance Series and PARCC assessments
5. Advocate at the state level for a differentiated ISBE approach regarding implementation of the Kindergarten Individual Developmental Survey (KIDS)
6. Prioritize training and action research opportunities for teachers exploring student growth

#### Measures

1. 75% of parent respondents on a survey will show that our communication strategies about Performance Series and PARCC were effective **(spring 2016)**
2. Using a pre- & post-survey, 75% of teachers designated as “action researchers” will indicate an increase in their understanding & usage of student growth goals to guide their instruction **(spring 2016)**

## **GOAL 2: SUSTAINABILITY PRACTICES**

*IDENTIFY AREAS TO IMPROVE DISTRICT 39 SUSTAINABLE PRACTICES THROUGH DEPARTMENTS OF BUSINESS, OPERATIONS & MAINTENANCE, CURRICULUM & INSTRUCTION, AND HUMAN RESOURCES AND FOR THE SUPERINTENDENT & BUILDING LEVEL ADMINISTRATORS*

### Deliverables

1. Evaluate current practices and identify a scope of potential sustainable practices and projects for the District
2. Identify and direct appropriate communication venues for information about sustainability efforts (such as data dashboard, newsletters, quarterly communiqués, board reports, principal email)
3. Review need for an additional C&I Coordinator Position, with responsibilities that includes environmental literacy education and sustainability **(2016-17)**
4. Collaborate with PTA/PTO leadership to develop a PTA/PTO enrichment newsletter that covers these topics: Enrichment opportunities related to sustainability, school garden activities and usage, and environmental awareness programming

### Outcome

1. Report results of sustainability audit with recommended steps to the Board of Education **(spring 2016)**
2. Propose to the Board a long-term plan to increase sustainability throughout the District **(spring 2017)**

## **GOAL 3: TECHNOLOGY INFRASTRUCTURE AND INFUSION**

*DEVELOP LONG-TERM PLANNING TO ADDRESS TECHNOLOGY INFRASTRUCTURE AND TECHNOLOGY INFUSION*

### Deliverables

1. Determine with SFC and FDC the ongoing development cycle of Learning Commons spaces throughout District 39
2. Monitor ongoing rollout of 1:1 Learning Environments
3. Require a multi-year technology plan with strategic priorities, goals, objectives, and outcomes
4. Demonstrate through an internal audit that student/financial data are secure and that the infrastructure supports efficient operations. Adjust practices accordingly

### Outcomes

1. Present an integrated Library Media & Technology curricula to enhance student learning in the Learning Commons environment **(summer 2016)**
2. Analyze levels of Learning Commons usage versus traditional scheduled LMC/Tech classes **(spring 2016)**

3. Complete full implementation of 1:1 Learning Environment in grades 5-8  
**(spring 2016)**
4. Provide a Board report regarding long-term technology planning  
**(spring 2016)**

#### **GOAL 4: NON-COGNITIVE SKILLS**

*CULTIVATE GROWTH-MINDED, RESILIENT STUDENTS, CAPABLE OF PERSISTING AND COPING WITH ALL OF THE DEMANDS THAT GO INTO A 21ST CENTURY EDUCATION*

##### Deliverables

1. Expand implementation of CSLs to include non-cognitive factors
2. Authorize review of implementation of SEL programming (Second Step, Social Thinking, and Zones of Regulation)
3. Assess increased parent awareness about CSLs/non-cognitive factors through expanded community communication about expanded implementation of these dispositions
4. Explore and prioritize daily school start- and end-times
5. Systematize procedures for identifying and addressing needs of students “at risk” for anxiety and/or school refusal, and develop baseline data  
**(spring 2016)**
6. Develop and implement appropriate interventions to reduce excessive student absences due to stress and anxiety **(2016-17 school year)**

##### Measures/Outcomes

1. The data from a pre- & post- parent survey will show that respondents indicate D39 communication efforts about CSLs/non-cognitive factors have significantly increased or increased their understanding of the development of these dispositions in children **(spring 2017)**
2. Provide to the Board several options for regarding school start- & end-times & benefits/consequences of each for possible fall 2016 implementation **(spring 2016)**
3. As a result of appropriate interventions, demonstrate a 10% reduction in student absences **(spring 2017)**

#### **GOAL 5: TEACHER EVALUATION**

*ESTABLISH STUDENT GROWTH MODEL THAT WILL BE UTILIZED IN THE TEACHER EVALUATION PROCESS*

##### Deliverable

1. Establish the student growth model required by the Performance Evaluation Reform Act (PERA) to be used in teacher evaluation

##### Outcome

1. A student growth plan will be established by the Joint PERA Committee as part of the teacher evaluation process **(fall 2016 implementation)**

## **GOAL 6: GRADE 5-8 MODEL**

*REVIEW THE 5-8 SCHEDULE AND IDENTIFY OPTIONS FOR IMPROVEMENT*

### Deliverable

1. Clarify the focus and goals for the Scheduling Committee, including:
  - a. School day start- and end-times
  - b. Core instruction time allotments
  - c. Grade 5 instructional structure

### Outcome

1. Recommend to the Board a structure/schedule for the Grades 5-8 Campus for fall 2016 implementation **(spring 2016)**
2. Present 3-4 schedule recommendations to the Board & include benefits, costs, & challenges **(spring 2016 for possible fall 2016 implementation)**

## **GOAL 7: FACILITIES DEVELOPMENT**

*PROVIDE PLAN FOR LONG-TERM FACILITY PLANNING AND LIFE SAFETY PROJECTS*

### Deliverables

1. Identify facility development and life safety priorities for the SFC and FDC (including efficacy of full-day kindergarten and continued development of Learning Commons)
2. Communicate facility development plans to the community
3. Prioritize Life Safety Projects, Learning Commons projects, and full-day kindergarten, and determine funding options

### Outcome

1. Present to FDC and SFC a multi-year plan that details Learning Commons development in 5 remaining schools and efficacy of full-day kindergarten **(spring 2016)**
2. Begin a 10-year Life Safety Survey **(2017)**