



40 (14.5) Board Approved Superintendent Evaluati

Meeting Date: Monday, August 27, 2012 - 6:30 PM

Category: Business/Action Items

Type: Info

Subject: 14.5 Board Approved Superintendent Evaluation Targets

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Policy:

Enclosure: Targets

File Attachment: Superintendent_EvaluationAgenda 1209_targets_2012-13 (2).pdf

Summary: Attached are targets that Board and Superintendent have agreed to use in the Superintendent's evaluation process for the 2012-13 school year.

Funding:

Fiscal Impact:

Recommendation: Information

Recommended By:

Signed By: *Signature*

Approvals: Loreen Joseph - Secretary to the Superintendent

Signed By: *Signature*

Steven Lawrence - Superintendent

Superintendent's Evaluation Targets 2012-2013

Academic Excellence in Learning Performance Targets

Elementary Schools - these measurements are school-wide and all significant subgroups:

Target 1: Academic Performance Index (API) All schools will meet their annual school and significant subgroup State API targets.

Target 2: K-3 Reading

Over the next two years, increase the percentage of K-3 reading at grade level based on district approved assessment.

- Currently if less than 40% of students are reading at or above grade level increase by 10%
- Currently if between 40-70% are reading at or above grade level, increase by 6%
- If over 70% are reading at or above grade level, increase by 4%

Target 3: K-5 Mathematics

Over the next two years, increase the percentage of students scoring at the proficient level on the district benchmark or approved common assessments.

- If currently below 40% are proficient, increase by 10%
- If currently between 40-70% are proficient, increase by 6%
- If over 70% are proficient, increase by 4%

Middle Schools - these measurements are school-wide and all significant subgroups:

Target 1: Academic Performance Index (API) All schools will meet their annual school and significant subgroup State API targets.

Target 2: Mathematics

Over the next two years, based on data from the 2011-12 school year, decrease by 10% the number of 8th graders who are required to enroll in pre-Algebra in their freshmen year.

*Posted on public agenda
August 27, 2012*

Superintendent's Evaluation Targets 2012-2013

High Schools - these measurements are school-wide and all significant subgroups:

Target 1: Academic Performance Index (API) All schools will meet their annual school and significant subgroup State API targets.

Target 2: California High School Exit Exam (CAHSEE)

Over the next two years, all high schools will improve their school-wide and significant subgroup CAHSEE pass rates for 10th graders in ELA and math by 6%, or they will achieve a 90% pass rate.

Target 3: Graduation Rates

Based on the State graduation rate data, all high schools will increase their graduation rate over the next two years by:

Target 4: Other Critical Measures

All comprehensive high schools will increase at least two of the following measures by 8% over the next two years:

- a. Increase the percentage of graduating seniors who complete one of the following: the UC a-g requirements, or a capstone course for a career pathway/academy program with a 2x2 articulated agreement with a local community college.
- b. Increase the percentage of juniors who pass the EAP math and English Assessment or who receive a qualified result and complete the appropriate math or English course during their senior year to be exempt from remedial math and English classes in the CSU system.
- c. Increase the percent of juniors taking the PSAT, and seniors taking the SAT or ACT.
- d. Increase the percentage of graduates who take an AP class and achieved a 3 or better on the AP test; pass a UC-CSU approved Community College (CC) course; or pass a CC course that leads to a specific AA degree.
- e. Increase the number of AP classes or sections, or career pathway classes.

All K-12 Schools:

Target 1A: English Proficiency

All English learners will gain one level on the CELDT each year, but will be allowed two years to move through the Intermediate level.

Target 1B: English Proficiency

All English learners will be reclassified as fluent English proficient within six years of enrolling in our district.

Target 2: Attendance

Over two years, all schools will improve average daily attendance (ADA) by 1% or maintain attendance of at least 96%.

Superintendent's Evaluation Targets 2012-2013

Supportive Family and Community Involvement

Target 1: Internal Communications

- There will be regular (at least monthly) updates from the School Support and Personnel Divisions and these memos will be copied to Board members.
- There will be weekly updates to School Board members on site/community events attended and site visits made by the superintendent

Target 2: External Communications

- During the school year monthly newsletters will be sent to parents and district staff via e-mail and posted on the web.

Target 3: Community Outreach

The district will reach out to community organizations to schedule available Superintendent council members to provide annual presentations on the status of the district. There will be six of these events.

High Quality and Effective Staff

Target 1:

Provide the Board with factual information around the district budget and negotiations in order to fairly and accurately represent the Board's point of view at throughout the negotiations process. Evidence will be provided in closed session negotiations updates.

Target 2:

Train all managers, both certificated and classified, to ensure they have the skills and knowledge to follow the contracts with a focus on effective evaluation practices and progressive discipline guidelines. Evidence will be dates the trainings were provided.

Target 3:

Provide the Board with the legal implications of creating a feedback mechanism for school staff (classified, certificated, administrators), students, parents/guardians, and district staff to provide feedback around school and district climate. The goal of the feedback tool is to identify areas we are doing well and areas of growth. It is not meant to be an evaluative tool.

Optimal Operations and Infrastructure

Target 1:

Create and maintain a balanced budget for the 2012-13 fiscal year that takes into account changes in the State's budget.

Target 2:

Develop a plan for balanced budgets through the 2014-15 fiscal year.