

Improvement Goals – 2011 - 2012
Dr. Kevin M. Anderson, Superintendent
ADDENDUM A

The Superintendent shall meet the goals enumerated in this addendum during the term of this Agreement. The parties agree the goals and indicators are linked to student performance and academic improvement of the schools within the district, as well as to the broader operations of the District. The presentation of the report(s) shall constitute the achievement of the goals and indicators of student performance and academic improvement as required by Section 10-23.8 of the Illinois School Code.

Goal 1: The Superintendent will provide leadership and support in the development and implementation of the District Improvement Plan mandated under NCLB.

Indicators: The Superintendent will facilitate:

1. Organization of a District work committee to examine Federal and State regulations for the development of a District Improvement Plan related to student learning.
2. Scheduling and operation of regular meetings of the work committee to review District academic deficiencies and plan for remediation actions.
3. Submission of the District Improvement Plan to ISBE.

Measurement: The Superintendent will provide the Board of Education with a report/presentation outlining progress made during the 2011-2012 school year regarding the development and implementation of a District Improvement Plan.

Goal 2: The Superintendent will provide leadership and support in the development and implementation of the restructuring plan for Elmwood Park High school as mandated under NCLB.

Indicators: The Superintendent will facilitate:

1. Organization of a District/High School work committee to examine Federal and State regulations for the development of a Restructuring Plan for the high school.
2. Scheduling and operation of regular meetings of the work committee to review restructuring options and plan for instructional remediation actions.
3. Submission of the high school Restructuring Plan to ISBE.

Measurement: The Superintendent will provide the Board of Education with a report / presentation outlining progress made during the 2011-2012 school year regarding leadership in the development and submission of the Elmwood Park High School Restructuring Plan.

Goal 3: The Superintendent will provide leadership in the development of an exemplary process of technology planning and integration to improve student learning.

Indicators: The Superintendent will facilitate:

1. The redesign and operation of the Technology Department, including oversight of instructional and infrastructural programs in collaboration with the Business Manager and members of the Technology Department.
2. The review of technology planning, purchasing, and implementation across the District.
3. Long-range planning for technology improvements including purchases, leases, staff development, and instructional integration.

Measurement: The Superintendent will provide the Board of Education with a report / presentation outlining progress made during the 2011-2012 school year regarding leadership in the development of an exemplary technology planning and implementation process.

Goal 4: The Superintendent will facilitate the process of contract negotiations with the EPET.

Indicators: The Superintendent will facilitate:

1. Preliminary discussions regarding new legislation regarding teacher evaluation processes, tenure, and Reductions in Force (RIF).
2. Training meetings in preparation for contract discussions.
3. Negotiation sessions between the Board of Education and the EPET.

Measurement: The Superintendent will provide the Board of Education with a report / presentation outlining progress made during the 2011-2012 school year regarding the successful completion of the negotiations process.

Goal 5: The Superintendent will facilitate the development of a new long-range planning process for the District.

Indicators: The Superintendent will facilitate:

1. Development of transition goals to complete the previous Educational Landscape Plan.
2. District and community meetings to gather input for a long-range plan involving student learning, finances, facilities, communication, and extra-curricular programs.
3. District administrative meetings to review input from constituent groups and develop goals, indicators, and action timelines.
4. Development of an annual review process to report progress on the District's goals.
5. Reports to staff, parents, and community concerning the progress of the development of the plan.

Measurement: The Superintendent will provide the Board of Education a report/presentation outlining progress made during the 2011-2012 school year regarding the development of long-range plan for Elmwood Park CUSD 401.

Goal 6: The Superintendent will facilitate communication and outreach processes across the District, providing regular information to the Board of Education, administration and staff, parents, and community.

Indicators: The Superintendent will facilitate:

1. Communication to the Board of Education through weekly updates, Board reports, and other communications when needed.
2. Regular communications with the administration and staff, including email messages, personal appearances in schools and at staff meetings, and scheduled meetings throughout the year with administrators, teachers, coaches, and support personnel.
3. Communications to parents and the community through messages on the District website, letters and email messages, and personal meetings with groups such as booster clubs and school parent-teacher organizations.
4. Annual meetings and regular communications with the Villages of Elmwood Park and River Grove, the Police Departments of Elmwood Park and River Grove, and the Fire Departments of Elmwood Park and River Grove.

Measurement: The Superintendent will provide the Board of Education a report/presentation outlining progress made during the 2011-2012 school year regarding communication and outreach to various constituent groups.