

2017-2018 SUPERINTENDENT GOALS ACTION PLAN Cycle 1 UPDATE (November 2017)

Qualitative Goal #1:

Challenge Statement: Improve effective communications between the superintendent, schools, and community

Merit Goal: To promote positive school culture and climate, the superintendent will work to decrease Level 2 and Level 3 grievances and arbitrations in consideration of district employee associations by an average 10% based on reported data for the 2015-2016 and 2016-2017 school years. If achieved will represent a maximum of 2.5% of the base salary (non-pensionable).

Baseline Data: The target goal for the 2017-2018 school year (< 8 level 2/3 grievances filed)

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Communication between association membership, admins., etc. re: level 1 grievances	Administration/ Teachers	Mediation Techniques; Compromise; Board Policy	June, 2018	Decreased # of grievances among all bargaining units

Overall Status — Ongoing; Goal is being met at this time.

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Qualitative Goal Goal #2:

Challenge Statement: To support district fiscal responsibility and infrastructure efficacy

Merit Goal: To lead the appropriate 12-month transition of re-districting in the Belleville Public Schools District, make the academic environment more efficient, and ensure fiscal responsibility with regard to budgetary considerations including, but not limited to staffing needs, school supplies, facilities, etc. If Achieved will represent a maximum of 2.5% of the base salary (non-pensionable).
supplies, facilities, etc. If Achieved will represent a maximum of 2.5% of the base salary (non-pensionable).

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Appoint Transition Leadership Team	Identified stakeholder leaders	Leadership and Mission	September, 2017	Ancillary members appointed; meetings conducted; goals identified
Meet with constituent groups (transition committees) with regard to operations; personnel; facilities; program; curriculum; data; public information; redistricting on a consistent basis to move transition forward	Stakeholder group members	Software; research, etc.	ongoing	Progress with regard to goals being maintained and met
Monitor budget, personnel, and supply needs	Superintendent; Administration	Research; past actions/ accounting	Ongoing; Feb./March 2018	Budget includes transition needs
Complete transition of students	District	Administrative offices; audits	June, 2018	Schedules complete; facilities confirmed

Overall Status – Goal is being met at this time; meetings are ongoing.

2017-2018 SUPERINTENDENT GOALS ACTION PLAN Cycle 1 UPDATE (November 2017)

Quantitative Goal Goal #1:

Challenge Statement: Improve climate, culture, and school safety

Merit Goal: To decrease overall discipline referrals leading to suspensions (district-wide) by an average 25% based on reported data for the 2015-2016 and 2016-2017 school years.

If Achieved will represent a maximum of 3.33% of the base salary (non-pensionable).

Baseline Data: The target goal for the 2017-2018 school year (< 434) 2015-2016 (677); 2016-2017 (480)

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Professional Development/Best Practices for Administrators	Superintendent	Cabinet Meetings; evaluation	ongoing	Decreased monthly suspensions
Policy Review	Administration; Superintendent	Committee meetings; teacher input	ongoing	Decreased suspensions

Overall Status – Ongoing; Goal is being met at this time.

2017-2018 SUPERINTENDENT GOALS ACTION PLAN Cycle 1 UPDATE (November 2017)

Quantitative Goal #2:

Challenge Statement: Improve academic excellence and student achievement

Merit Goal: To enhance academic achievement in elementary school English Language Arts, the percentage of students in grades 3-5 meeting standards will increase by an average of 8% in 2018 from baseline percentage data from the 2015-2016 and 2016-2017 school years as demonstrated on the Partnership for Assessment of Readiness or College and Careers (PARCC) Assessments. If Achieved will represent a maximum of 2.0% of the base salary (non-pensionable) pursuant to the following sliding scale:

Percentage Point Increase in Score	Merit Pay (% of base)
8.0% +	2.0%
7.0% - 7.9%	1.75%
6.0% - 6.9%	1.50%
5.0% - 5.9%	1.25%
4.0% - 4.9%	1.0%
3.0% - 3.9%	.75%
2.0% - 2.9%	.50%
< 2%	0%

Baseline Data: The baseline is set at 22.8%. The target goal for the 2017-2018 school year is 30.8%.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Appoint Elementary Instructional Coach	Teacher	Professional Development; Mentoring; Modeling	September 2017-June 2018	Improved lesson plans; engagement; benchmark/assessment scores
Research and recommend, assessment, program, and budgetary needs	Administration; Superintendent	Programs already established	ongoing	Improved lesson plans; engagement; benchmark/assessment scores
Create sample directory of test specifications and include stakeholder group representatives	Administration; Staff	Already structured assessments	ongoing	Test Samples
Assessment, Data Analysis, and Placement	Administration	Scheduled dates	ongoing	Improved lesson plans; engagement; benchmark/assessment scores; differentiated instruction; RISE

Overall Status — The goal is in progress.

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Quantitative Goal Goal #3:

Challenge Statement: Improve academic excellence and student achievement

Merit Goal: To enhance academic achievement in high school Mathematics (Algebra I and II), the percentage of students meeting standards will increase by an average of 5% in 2018 from baseline percentage data from the 2015-2016 and 2016-2017 school years as demonstrated on the Partnership for Assessment of Readiness or College and Careers (PARCC) Assessments. If Achieved will represent a maximum of 2.0% of the base salary (non-pensionable) pursuant to the following sliding scale:

Percentage Point Increase in Score	Merit Pay (% of base)
5.0% +	2.0%
4.5% - 4.9%	1.75%
4.0% - 4.49%	1.50%
3.5% - 3.9%	1.25%
3.0% - 3.49%	1.0%
2.5% - 2.9%	.75%
2.0% - 2.49%	.50%
< 2.0%	0%

Baseline Data: The baseline is set at 6.5%. The target goal for the 2017-2018 school year is 11.5%.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Appoint Secondary Math Instructional Coach	Teacher	Professional Development; Mentoring; Modeling	September 2017-June 2018	Improved lesson plans; engagement; benchmark/assessment scores
Research and recommend, assessment, program, and budgetary needs	Administration; Superintendent	Programs already established	ongoing	Improved lesson plans; engagement; benchmark/assessment scores
Create sample directory of test specifications and include stakeholder group representatives	Administration; Staff	Already structured assessments	ongoing	Test Samples
Assessment, Data Analysis, and Placement	Administration	Scheduled dates	ongoing	Improved lesson plans; engagement; benchmark/assessment scores

Overall Status – The goal is in progress.