

**Superintendent's Performance Goals
for 2011-2012
Presented to the Board of Education
June 26, 2012
(for Action)**

Superintendent's Performance Goals

Goals for 2011-2012 as outlined in Superintendent's contract:

Superintendent will:

- At least 95% of all eighth grade students in the District will be eligible to participate in promotion activities.
- During 2011-2012, at least 22 teachers, who have not previously been fully trained, will participate in SIM strategies professional development activities (training, monitoring, and strategic coaching).
- As appropriate, District staff will be fully trained in the procedures and monitoring of the Student Attendance & Information System (Aeries, etc.) by the end of the 2011-2012 school year.

Superintendent's Performance Goals

Goal #1:

At least 95% of all eighth grade students in the District will be eligible to participate in promotion activities.

Superintendent's Performance Goals

Goal #1:

Goal #1 *not achieved*:

81% of all eighth grade students in the District will be eligible to participate in promotion activities.

Superintendent's Performance Goals

Goal #1 not achieved: 81% of all eighth grade students in the District will be eligible to participate in promotion activities.

Lincoln Middle School = 282 of 288 students promoted
Wood Middle School = 174 of 208 students promoted

***Total eighth grade students promoted =
456 of 496 or
81%.***

Superintendent's Performance Goals

Outreach to middle schools in order to reach goal of ensuring that 95% of all eighth grade students would be eligible for promotion activities:

- Tracked and monitored system for all 6th, 7th, and 8th grade students.
- Counseling sessions offered to parents of students that were on track to not promote.
- Parent meetings conducted with teacher and student.
- Provided after school, Saturday and in school support and intervention to students.

Superintendent's Performance Goals

- 20 of the 34 (58%) students that didn't promote from Wood were new to AUSD this year.
- Although the goal was missed, the promotion rate was improved this year. Last year 46 students could not participate in promotion activities. This year 34 students could not participate in promotion activities. This is an improvement.

Superintendent's Performance Goals

Goal #2:

During 2011-2012, at least 22 teachers, who have not previously been fully trained, will participate in SIM strategies professional development activities (training, monitoring, and strategic coaching).

Superintendent's Performance Goals

Goal #2:

Goal #2 achieved: During 2011-2012, 50 teachers, who have not previously been fully trained, participated in SIM strategies professional development activities (training, monitoring, and strategic coaching).

Superintendent's Performance Goals

Goal #2 achieved: During 2011-2012, 50 teachers, who have not previously been fully trained, participated in SIM strategies professional development activities (training, monitoring, and strategic coaching).

Alameda High School = 10 teachers newly trained

Encinal High School = 6 teachers newly trained

Island High School = 3 teachers newly trained

Lincoln Middle School = 17 teachers newly trained

Wood Middle School = 14 teachers newly trained

Total teachers newly trained = 50 teachers

Superintendent's Performance Goals

Goal #3:

As appropriate, District staff will be fully trained in the procedures and monitoring of the Student Attendance & Information System (Aeries, etc.) by the end of the 2011-2012 school year.

Superintendent's Performance Goals

Goal #3:

Goal #3 achieved: District staff was fully trained in the procedures and monitoring of the Student Attendance & Information System (Aeries, etc.) by the end of the 2011-2012 school year.

Next Steps

Superintendent's Performance Goals

Next Steps for: Goal #1 not achieved: 81% of all eighth grade students in the District will be eligible to participate in promotion activities.

We have put strong systems into place to help the “non-promoting” students as they move into high school:

- Intervention classes for support
- Greater counseling support
- Administrator check-in on individual students
- After school tutoring

Superintendent's Performance Goals 2012-13

Goals for 2012-2013 as outlined in Superintendent's contract:

- Increase attendance by increasing percentage of students with 96% attendance by 3 percentage points as measured in June 2013 based on 180 days of attendance (not including ASTI, Island, or charters and based on June 2012 180-day attendance calculations).
- Increase District-wide API by 9 points or more over the 2012 base District-wide API.
- Increase total percentage of students enrolled in at least one AP course by 2 percentage points as measured in September 2012 enrollment.

The Superintendent will report the results of these goals at a public Board meeting in June 2013.

Superintendent's Performance Goals 2013-14

Process for 2013-14:

- At a public Board meeting in October 2012, the Board and the Superintendent shall discuss the previous year's goals and achievements, the District's Master Plan and establish the Superintendent's performance plan goals for the 2013-14 year.
- The agreed upon goals will be for the 2013-14 school year.
- At a public Board meeting in June of 2014, the Superintendent shall agendaize and report the results of her performance plan goals for that school year.

Appendix and Evidence