

**ALAMEDA UNIFIED SCHOOL DISTRICT
BOARD AGENDA ITEM**

**EXHIBIT
F-7**

Meeting Date: October 11, 2011

Item Title: Discussion of the Superintendent's Performance Pay Plan Goals for the 2012/13 School Year

Item Type: Information

BACKGROUND: The Board implemented a performance pay plan for the Superintendent. The plan shall provide for an annual onetime payment, based on achievement of some or all of the established goals, of up to \$15,000.

Per the Superintendent's contract, there shall be three or four annual goals, all related to the District's Master Plan. Each year, the Superintendent and Board shall agree upon the number and content of the goals. Each goal shall represent an equal portion of the full \$15,000 payment. These goals are being discussed here.

At a public Board meeting in June of each year of the term of the Superintendent's contract, the Board and the Superintendent shall report the results of her performance plan goals for the next school year. The Board shall discuss the report and authorize payment to the Superintendent of a proportionate amount of \$15,000 for each goal that was achieved for the then current school year.

Next steps: At the October 25th public Board meeting the Board will be asked to approve the proposed goals. In June 2013 the Board will be asked to authorize payment for any or all of the successfully completed goals.

Proposed goals for 2012-2013
Superintendent will:

- Increase attendance by increasing percentage of students with 96% attendance by 3% as measured in June 2013.
- Increase District wide API by 9 points or more over 2011-2012 API school year (results available August 2012).
- Increase total percentage of students enrolled in at least one AP course by 2% as measured in September of 2012 enrollment.

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(cont'd)

FISCAL ANALYSIS: \$15,000 budgeted in 2012-2013 multi-year budget.
Approved by passage of Superintendent's contract on August 23, 2011.

- General Fund
 Categorical Funds
 Parcel Tax Funds
_____ [Savings] [Cost]
_____ Department Budget

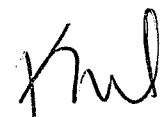
RECOMMENDATION: Discuss as submitted.

AUSD Guiding Principle:

- #1 – All students have the ability to achieve academic and personal success
#4 Parental involvement and community engagement are integral to student success
#5 Accountability, transparency, and trust are necessary at all levels of the organization

Submitted by:  Kirsten Vital, Superintendent

Approved for Submission to Board of Education


Kirsten Vital, Superintendent

**Superintendent's Performance Goals
for 2012-2013**

**Presented to the Board of Education
October 11, 2011
For Information**

Superintendent's Performance Goals

Proposed goals for 2012-2013
Superintendent will:

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