

Sample Superintendent Performance Goals

Sample 1

District Goal 1: The district maximizes resources available for instruction.

Superintendent Performance Goal: *Each year for the next five years, the superintendent will present budgets that show an increasing shift of district resources to the instructional program.*

District Goal 2: By the year 2004-2005, the district will reduce and maintain the high school drop-out rate at a level of 2 percent or less.

Superintendent Performance Goal: *By January 2002, the superintendent will develop a written plan to reduce the drop-out rate. The plan will include evidence of the probable success of the program as well as an implementation and monitoring schedule.*

District Goal 3: The district will provide high quality academic programs for all students with special needs.

Superintendent Goal: *The superintendent will ensure that all programs for special populations, including the gifted and talented program, are assessed for effectiveness and cost-efficiency using appropriate, generally recognized measures, and will report to the board within 24 months.*

District Goal 4: By the 2003–04 school year, all students in the district will be reading on grade level.

Superintendent Performance Goal: *By September 2000, the superintendent will develop a plan for early identification of and early intervention with children who may be at-risk for not passing third grade TAAS. The plan will be based on proven strategies and be implemented and monitored in the 2000–01 school year, with the goal of increasing the number of third grade students who pass TAAS to 96 percent (the current rate of promotion to fourth grade) by 2002.*

Sample 2

District Goal 1: Provide a wide range of integrated activities to enhance student talents, whether dynamic or potential, and encourage them to explore their capabilities.

Superintendent Performance Goal 1: *Over the next year, the superintendent will develop a list of activities necessary to allow students to enhance their potential. This will include activities that will enhance existing programs to impact second term high school 2000 – 2001.*

District Goal 2: Provide personnel, programs, facilities and the time to meet the diverse needs of all students so that they may acquire the knowledge and confidence necessary to achieve their dreams.

Superintendent Performance Goal 2: *During the next year, the superintendent will determine the necessary resources to achieve goal #2. A prioritized list with related budget requirements will be developed prior to the 2001 – 2002 budget development.*

District Goal 3: Provide and support character education so that students will develop into responsible, trustworthy, fair, caring, and involved citizens.

Superintendent Performance Goal 3: *During 2000 – 2001, the superintendent will implement a board approved, integrated, character education program for grades K-12 that will result in students who are more responsible, trustworthy, fair, caring, and involved citizens.*

District Goal 4: The district will provide opportunities for family and community involvement that result in positive partnership. (Partnership=a willingness to do; to give; to work with the district—share responsibility at various levels of involvement accepting responsibility for the education of students)

Superintendent Performance Goal 4: *The superintendent will create a community committee of parent representatives. Within six months of the adoption of this professional goal, the superintendent will report on committee recommendations and provide an action plan.*

District Goal 5: The district will provide a student discipline system that is timely, consistent, and appropriate to the infraction resulting in safe and improved student behavior. (“Consistent” in terms of treatment of students and interpretation of rules by all involved. Principals need to convey the handbook requirements to all and ensure rules are followed. “Timely”=no delay of notification)

Superintendent Performance Goal 5: *The superintendent will create a student discipline committee composed of student and parent representatives from each campus. The committee will review the current discipline referrals by type of offense and devise a plan of action to decrease violations of the Student Code of Conduct.*

Sample 3

District Goal: A quality curriculum that meets the needs of all students.

Superintendent Performance Goal

- 1) *Present a budget recommendation for school year 2000-2001 that adequately supports our current graduate tracking system and development for our curriculum specialists and counseling staff.*
- 2) *Submit quarterly reports to the board on emerging curriculum trends.*
- 3) *By January 2001, present a proposal to the board regarding a general direction and resource impact for a district vocational program.*

District Goal: A safe, drug and alcohol free school.

Superintendent Performance Goal

Prepare a report to the board to be presented not earlier than October 2000 that explores difference options for implementing a district wide program to address the goal. One option should address the legal ramifications of drug testing.

District Goal: Current technology that is accessible to everyone.

Superintendent Performance Goal

- 1) *Ensure the district web site is updated, maintained, and publicized as a source for accurate community and district information.*
- 2) *Provide quarterly updates to the board.*

District Goal: A quality staff that meets the needs of our students.

Superintendent Performance Goal

- 1) Prepare and present a report for the October board meeting that outlines current salary schedules and benefits for competing districts.
- 2) *Recommend for school year 2001-2002 possible sources of revenue to make local salaries and benefits more competitive and positively influence recruiting and retention.*

District Goal: Safe, modern and well maintained facilities.

Superintendent Performance Goal

- 1) *For school year 2001-2002, develop a 3-5 year building and facilities maintenance plan. The plan will outline recognized priorities for work as funds become available.*
- 2) Include replacement of the athletic track in the plan.

District Goal: Community involvement in our schools.

Superintendent Performance Goal

Review and revise as needed district policy to ensure the current district and campus site-based committees have active community representation.