

**Lane County School District 4J
Eugene, Oregon**

**SUPERINTENDENT'S GOALS for
2010-11**

Each fall, the board and the superintendent agree on a set of annual goals that, along with the superintendent's job description and contract, are the criteria used in the annual evaluation of the superintendent. The following superintendent goals are aligned with the 2010-11 Board Goals and Annual Agenda and the key results set forth in the goals.

The board and superintendent goals are intended to focus our attention on a few key priorities to ensure that we can succeed; that we continue to work within our means; and that we can measure our progress along the way. Staff also will develop department and school-level outcome goals to help achieve the key results.

I. STUDENT ACHIEVEMENT

Board Goal: Increase achievement for all students and close the achievement gap.

Key Results

1. By 2011-12, the district will implement state-adopted content and performance standards, and outline the knowledge and essential skills that students will demonstrate at the critical transition stages of elementary and middle school, in order to achieve the Oregon diploma.

Superintendent Goal:

- *Establish content and performance standards in 2010-11 that outline the knowledge and essential skills that students need to master by the end of transition grades 5 and 8, in order to be on track to earn an Oregon diploma.*
2. By 2012-13, the district will provide targeted resources for elementary and middle school students who are not on track to demonstrate the knowledge and essential skills needed upon entry to high school, and for high school students needing additional support to meet the new graduation requirements.

Superintendent Goal:

- *Assess the resources needed to support elementary, middle and high school students who are not on track to graduate, and develop a proposal for Budget Committee consideration in February 2011 for implementation in 2011-12.*
3. By 2012-13, the district's overall percentage of 4J students who meet the Oregon Assessment of Knowledge and Skills (OAKS) benchmarks in reading, writing, and math will increase by 10% from 2007-08, and the gaps for racial/ethnic subgroups – African American, Hispanic, and Native American – will be cut in half (currently 10-20%).

Superintendent Goals:

- *Increase the percentage of 4J students who meet the OAKS benchmarks in reading and math by 2.5 percentage points by spring 2011.*
 - *Increase the percentage of African American and Hispanic students who meet OAKS benchmarks in reading and math by five percentage points and the percentage of Native American students who meet OAKS benchmarks in reading and math by three percentage points to narrow the achievement gaps by spring 2011.*
4. By 2013-14, the overall four-year cohort graduation rate for 4J students will improve by 8% from the 2008-09 graduation rate with the rates for African American, Hispanic, and Native American students increasing at double the rate to narrow the gaps for racial/ethnic subgroups.

Superintendent Goal:

- *Meet the incremental targets developed by the Instructional Leadership Team to increase the graduation rate for African American, Native American, and Hispanic students by 2013-14 and continue implementation of targeted intervention strategies started in 2009-10.*
5. By 2012-13, develop and implement a more rigorous performance evaluation system for all employees with the purpose of developing and retaining a highly skilled and high performing workforce.
- *Design and develop, with involvement of key stakeholders, a performance evaluation model, including a process and instrument that supports student achievement, and promotes administrator, teacher and staff success and aligns with state standards and district goals, with a plan for implementation in 2012-13.*

II. STEWARDSHIP OF DISTRICT RESOURCES

Board Goal: Provide prudent stewardship of district resources to best support student success, educational equity and choice.

Key Results

1. In 2010-11, the district will determine a timeline for a capital bond measure in 2011 or 2012 and will take final actions on the disposition of Civic Stadium through the RFP process.

Superintendent Goals:

- *Update the real property classifications in spring 2011 relative to school closure/consolidations; develop a plan for disposal and/or lease of surplus properties and vacant school facilities; and, consider the acquisition of additional property related to future needs for school site expansion.*

- *In conjunction with sustainable budget goals determine program priorities for a bond measure, to be conducted in May or after, and complete property transfer transaction for the Civic Stadium properties in 2011.*
2. By 2014-15, the district will implement a sustainable budget that maintains reserves at or above board targets, minimizes the use of one-time funds for ongoing expenses, and optimizes the use of short-term resources to improve student achievement and increase operational efficiency while reducing long-term capital needs.

Superintendent Goals:

- *Develop strategy options for achieving the board's sustainable budget goal and present a proposal to the board and Budget Committee by February 2011.*
 - *Establish and implement strategies to engage and receive input from staff, parents, students and community on strategy options and recommendations for a sustainable budget and incorporate their feedback into final recommendations developed for board action in January 2011.*
 - *Incorporate approved strategy options into the budget for 2011-12 and implement strategies that are part of the three-year plan to attain the board's goal by 2014-15.*
3. By June 2012, the district will implement the Shaping 4J's Future adopted recommendations related to differentiated staffing and enrollment transfers for middle and high schools.

Superintendent Goals:

- *Implement enrollment and transfer limits for middle and high schools for the 2011-12 school year.*
- *Continue to develop options for differentiation of staffing in alignment with the board's direction from Shaping 4J's Future, and present options and recommendations to the budget committee and board during the 2011-12 budget process.*

III. STAKEHOLDER ENGAGEMENT

Board Goal: Engage the community, staff, families, students, elected officials and other stakeholders in supporting our schools and improving educational outcomes for all 4J students.

Key Results

1. In 2010, the board will work with other local school districts, the Lane County legislative delegation, the Superintendent of Public Instruction, other elected officials, OSBA and other groups to secure adequate and stable state school funding for the 2011-13 biennium and to advocate for legislation in support of increased student achievement and the local control of schools.

Superintendent Goal:

- *Facilitate opportunities for district leadership to interact with local legislators regarding district priorities and school funding prior to and during the February 2011 special legislative session.*
2. The board and staff will work with community stakeholders and organizations to increase the opportunities for all 4J students to receive the public education and related services that they need to succeed in school.

Superintendent Goals:

- *Expand communications and outreach with stakeholder groups whose voices are not typically represented through community organizations and traditional public input processes.*
 - *Continue the Superintendent's Student Advisory Council for the 2010-11 school year to access student voice and feedback to the superintendent, staff and board on key issues affecting their education and related programs and services.*
3. The board will establish a search committee and conduct a broad and inclusive process that engages representatives from our community, parents, students, staff and other stakeholders to assist and advise the board, and result in selection of a new superintendent for 2011-12 by April 2011.

Superintendent Goals:

- Provide staff support to the board and search committee as required and assist the consultant in development and implementation of the search process.
- Work with superintendent-elect to review and determine 2011-12 budget and organizational priorities and development of transition strategy.