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**BOARD OF EDUCATION
WORK SESSION
April 8, 2010
5:30 p.m.**

**EDUCATION SERVICE CENTER —
BOARD ROOM**



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Mission Statement

To prepare students, in a safe and caring environment, to be successful, competent and

ANNOUNCEMENT/NOTICE

BOARD OF EDUCATION WORK SESSION

April 8, 2010

5:30 p.m.

Education Service Center – Board Room

WHAT: Board of Education Work Session

WHEN: Thursday April 8, 2010

TIME: 5:30 p.m.

**PLACE: Board Room
Student Services Center
10850 E. Woodmen Road
Falcon, Colorado 80831**

Purpose: 1. Superintendent Performance Measures/Evaluation

DATE OF POSTING: April 5, 2010

Loretta Branham
BOE Executive Administrative Assistant

SUPERINTENDENT PERFORMANCE MEASURES

This document comprises the Superintendent's performance measures for the five year period starting spring of fiscal year 2009/10 through June, 2015 except as it may be revised by mutual accord of the Board and Superintendent.

The Board recognizes and acknowledges that the Superintendent will primarily be focused upon and devoted to measures intended to improve the quality of educational services within the District. It is the Board's desire that the Superintendent conduct the operations of the District in accordance with his own capabilities, experience, vision and ongoing assessment of the conditions of the District. With this principle in mind, following are the specific criteria to be utilized for the Superintendent's annual evaluation for the 60 percent category stipulated in the Superintendent's contract dated June, 2009.

Student Performance –Academic

- ACT/SAT. Student college admission exam results will improve for all students and will exceed those of all other districts in El Paso County.
- Graduation rates. By the year 2011/12, the district will reduce and maintain the high school drop-out rate at a level of 2 percent or less.
- Special Needs. The district will provide high quality academic programs for all students with special needs.
- College admissions. The district will experience improved college admissions rates each year.
- EXPLORE/PLAN results. By the 2011/12 school year, all students in the district will be reading on grade level.
- CSAP or other current Colorado assessment performance. All district schools will enjoy year to year improvement on test results in all categories.

Student Performance – Non-Academic

- Attendance and Drop Out rates
- Extra/Co-Curricular Activities and Events. The district will provide a wide range of integrated activities to enhance student talents and to encourage them to explore their capabilities.
- Disciplinary Actions. The district will maintain a student discipline system that is timely, consistent to the infraction resulting in safe and improved student behavior.
- Character Development. The district will provide and support character education so that students will develop into responsible, trustworthy, fair, caring and involved citizens.

Professional Contribution and School Climate

- Publications
- Professional Accomplishments
- Teacher Turnover. Recommend for school year 2011/12 possible sources of revenue to make salaries more competitive and to positively influence recruiting and retention.

- Parental Participation. The district will provide opportunities for family and community involvement that will result in positive partnership.
- External Support/Grants/Gifts/Contracts
- Staff Advanced Degrees.

Following is a set of additional measures that the Board wishes to establish as further performance measures that may be utilized for the purpose of evaluating the Superintendent in accordance with his Contract. These additional objectives comprise 40 percent of the Superintendent's evaluation and are calculated to ensure the ongoing stability and quality of the underlying infrastructure of the District so that teachers and students may continue to enjoy educational improvement.

Personnel Matters

- Building administrators and central office administrators will be deliberately and thoroughly reviewed and evaluated annually. Projections of any recommendations, along with supporting documentation, for leadership changes will be provided to the Board, through its president, no less than a month prior to any vote on contract renewals.
- Board of Education, through its president, will be provided full access to reports and documents related to annual personnel evaluations so that the process of leadership evaluation may be transparent to the Board.
- Plans and projections concerning any staffing revisions due to budgetary concerns will be shared with the Board, through its president, so that Board discussions in open session will be productive and well-informed.
- Develop, convey and enforce specific performance measures for all employees with multi-year contracts.
- Develop and implement 360 review process for all building administrators.

Communications

- Superintendent will develop and implement 360 review process for evaluating community relations/communications.
- Superintendent is responsible to oversee the redesign of the district website and IT infrastructure to meet modern standards for user access.
- Superintendent will work in cooperation with Board to adopt and communicate the Core Values of the district.
- Superintendent will utilize a variety of tools and personal events to effectively communicate the vision and expectations of the district to all staff.
- Superintendent will operate in a manner that will ensure clarity and foresight with regard to communications with the Board.
- At all times Superintendent is co-responsible with the Board for painting and communicating a vision for the district that incorporates the strategic plan and the Core Values of the district.

Mill Levy

- Superintendent will direct CFO to provide projections to the Board, no later than March 15 of each year, concerning the impact of likely funding reductions, along

with specific proposals and alternatives for dealing with such shortfalls. This report will include projections for which mission-critical programs and personnel would be preserved via an extended Mill for operational expenses.

Bond Package

- Superintendent will create and provide to the Board a timeline for projects and decisions related to bond package for fall, 2010, including cost estimates for all anticipated capital projects in time for Board work session on or about April 22 unless a later date is required and approved by the Board president.
- Superintendent or his designee will provide a plan for organizing committees related to bond effort.
- Superintendent will direct staff to create recommendation(s) regarding plans for utilization of previous Mill overage in general funds for ballot issue.
- Superintendent will direct and coordinate communications with the citizens of the district to inform and alert them to the devastating impact of revisions to state school finance laws and the resulting impact upon the district.

Charter Schools

- Administration should continue to support Board with efforts related to monitoring district charter schools.
- Administration will work with Board to develop a comprehensive approach to charter school contract uniformity, including provisions for school accountability.
- Charter schools will be considered as an option for district growth and expansion where such inclusion will benefit the district via an RFP process.
- Superintendent will ensure that the district has an effective/available charter school liaison.

Technology/Online Academy

- Superintendent or his designee will provide Board a report and plan for classroom technology by May 1, 2010.
- Superintendent will consider and present proposals for leveraging new online academy development to better adapt district technology for the classroom and to improve overall technology service in the district.
- Board and superintendent will work closely together to develop vision for Online Academy and superintendent will provide Board with continuous progress reports re same. These reports will include budget reports.

Financial Matters

- Superintendent will exhibit and practice fiscal restraint and budgetary oversight.
- Superintendent is responsible to ensure that the district is affirmatively transparent with regard to fiscal matters.