

Board and Superintendent Goals 2020-2021

The Board shall evaluate, in writing, the performance of District Superintendent at least once a year during the term of this Contract, no later than June 30th of each year, unless the parties mutually agree in writing on another date for the annual evaluation. The annual performance assessment shall be conducted in an executive session limited to members of the Board of School Directors and the District Superintendent.

The performance assessment shall be used for the following purposes:

1. To strengthen the working relationship between the Board and the District Superintendent and to clarify for the District Superintendent and individual members of the Board of School Directors the responsibilities the Board relies on the District Superintendent to fulfill;
2. To discuss and establish goals and/or objective performance standards for the ensuing year; and
3. To establish the basis for possible incremental adjustments in the annual salary rate for the District Superintendent.

For the 2020-2021 School Year based on the entry plan and survey data, six areas have emerged:

Performance Area #1: Communication and Community Feedback- Superintendent will increase engagement of constituents and involvement in the school and district consistently through a variety of communication methods, forums, and events.

Performance Area #2: Leadership for Learning- Superintendent will provide guidance, direction, and support for the improvement of student achievement for all buildings through vision setting and performance indicators.

Performance Area #3: Fiscal Leadership and Management- Superintendent will provide a robust data system to assist with making financial decisions around staffing and operations while maintaining the allocation of resources for a future building project.

Performance Area #4: Building Facilities- Superintendent will implement a short and long-range plan for updating facilities, reducing overall operating costs and providing resources to support a sustainable educational facility.

Performance Area #5: Board Governance and Policy- Superintendent will assist the board in improving their governance, allocation of resources, and policy development. We will use the National Center on Education and Economy research as the foundation of our decision making and embed content into training and mentoring new board members.

Performance Area #6: Mentoring, Recruitment, Leadership and Succession Planning- Superintendent will develop the internal capacity of staff for future positions and advancement in a career ladder. In addition, create a teacher recruitment “brand” and process that will attract the best teachers to LASD.