

Appendix XVIII: Head of School Performance Goals (Proposed)

Head of School Aspirational Goals
School Year 2014-2015

Updated 9.16.14

Organizational Area	Targeted Objective	Expected Accomplishment	Target Date	Statistical Targets				
				Approaching	Meets Target	Exceeds Target	Exceptional	
Administration	Manage Operating Budget	Maintain 90% of budgeted surplus unless otherwise approved by Finance Committee	6/30/2015					
School Climate	Staffing and Development	Hire and Retain Top Talent	Maintain full teaching staff for the year	Ongoing				
			Retain quality staff for 2015-2016 school year; Less than 50% of non-returning staff cite "Job Satisfaction" as a reason for leaving	6/30/2015	Desired Staff Retention:			
				75% - 85%	85% - 95%	> 95%	n/a	
	Climate	Maximize Instructional Time	Reduce # of out-of-school suspension per 1000 days from prior year	6/30/2015	0% - 5%	5% - 10%	10% - 15%	> 15%
	Parent/Student Satisfaction	Maintain positive atmosphere for parents; increase parent participation in the life of	Foster parent-teacher conference participation	Trimesterly	80% - 85%	85% - 90%	> 90%	n/a
Student Enrollment		Achieve authorized enrollment	9/30/2015	95% - 96%	97%-100%	101%-105%	n/a	
		Maintain high retention of non-graduating students	7/30/2015	75% - 80%	80% - 90%	> 90%	n/a	
	Less than 20% of non-returning students cite "school satisfaction" as a reason	6/30/2015	20% - 25%	15% - 20%	10% - 15%	< 10%		
	Academic Performance Framework	Meets AYP			AYP			
		Students meeting Interim Assessment fall to spring growth targets in Math	Summer 2015	70%	75%	80%	85%	
		Students meeting Interim Assessment fall to spring growth targets in Reading	Summer 2015	70%	75%	80%	85%	
		Total Academic Performance Framework Score	Summer 2015	60	65	74	78	
	Beat the state's average growth	Summer 2015	By <1%	By 1% - 5%	By 5% - 10%	By > 10%		
	1+ year of academic growth in Math and Reading from Fall to Spring 2015 (MAP Test)	Summer 2015	1.00 - 1.25 yog	1.25-1.49	1.50-1.74 yog	> 1.75 yog		
	Financial Performance Framework	Maintain financial health and viability			Meets Standard			
	Organizational Framework	Maintain compliance with state compliance-related expectations			Meets Standard			
Personal Growth Goals	Effective Leadership	Maintain Strong Positive School-Wide Culture (assessed by Relay GSE Survey)*	Summer 2015	70%	75%	80%	85%	
		Implement a Data Driven Instructional Culture (assessed using DDI Rubric)		75	80	85	90	

*Percent Strongly Agree/Agree