

Superintendent Performance Compensation 2015-16

Performance Goal (\$3,500)	
1	1.1 IPS will develop and implement an autonomous schools framework that will allow schools greater flexibility by 2016, as measured by district data.
	1.2 IPS will develop and implement a list of philosophical and functional imperatives for all schools by 2016, as measured by district data.
2	Reengineer teacher assessment system to ensure inter-rater reliability and consistency.
3	Attractive and comprehensive magnet redesign and strategic expansion plan created to address need, interest, and student achievement.
4	95% of freshman students complete a 4-yr. course planning guide. 100% of IPS graduates will have a postsecondary success plan.
5	Weighted-student funding formula created and explained to school leaders.
6	Implement a technology refresh plan for schools based upon per-pupil allotments.
7	Automated services implemented to achieve a 50% reduction in manual tasks, increase productivity and responsiveness, and eliminate information gaps.
	Create a transition plan for expanding contracted services.
8	Internal communication standards and protocols established and implemented throughout the district.
9	Expand Superintendent Advisory and Ambassador Councils to include students, teachers, and non-certified staff.
10	<u>Academic Indicators:</u> Graduation Rate / IREAD3 / College & Career Readiness

Talking Points:

- The superintendent's contract allows for a minimum potential performance bonus of \$35,000 based on the achievement of mutually agreed upon performance criteria;
- There are ten performance areas, each worth a maximum of \$3,500;
- The board awarded 77.14% (\$27,000) bonus for the 2015-16 school year.