

CEO/Superintendent's 2008-2009 Performance Objectives

1-21-09

Accelerating the achievement for all students and reducing the differences in achievement among students in a safe environment that promotes student learning.	Did not meet objective	Partially met objective	Mostly met objective	Completely met objective
Percent of objective met	██████████	██████████	██████████	██████████
A 10% increase in the number of schools that will meet 80% of their performance targets (baseline 42.6%; target 46.9%).				
Implement a system for providing instructional support and interventions to Corrective Action Tier I, II, and III Schools via Empowerment School Response Teams, best practices, diverse education options, and models.				
Through collaboration with the City of Philadelphia as well as involvement with PhillyStat, redesign and implement a school safety program and safe school corridors program to provide safe environments for learning both inside and outside of schools				
Through collaboration with the City of Philadelphia and Health and Human Services, redesign and implement a system to provide non-instructional support to Corrective Action Tier I, II, and III Schools				
Average Daily Attendance for teachers at the Empowerment Schools will increase from 96.8% to 97.1% (represents a 10% reduction in absences).				
Average Daily Attendance for students at the Empowerment Schools will increase from 87.2% to 88.5% (represents a 10% reduction in absences).				
Creating an equitable distribution of resources within The School District of Philadelphia	Did not meet objective	Partially met objective	Mostly met objective	Completely met objective
Percent of objective met	██████████	██████████	██████████	██████████
Complete a visioning process for the SRC to implement a weighted student formula				
Achieve a balanced 2008-2009 school year budget with a quarterly reporting system established aligned by business unit.				
Create a long-range (4+ years) financial plan with measurable numerical and non-numerical performance targets aligned with the operations and academic strategic plan as well as the Report of the Transition Team.				
Create a long-range (4+ years) operational master plan with measurable numerical and non-numerical				

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performance targets aligned with the financial and academic strategic plan as well as the Report of the Transition Team.				
Develop and implement a teacher comprehensive recruitment and retention program to improve distribution, quality, and diversity.				
Create a long-range facilities and a "right-size" plan				
Creating accountability systems for all adults within The School District of Philadelphia	Did not meet objective	Partially met objective	Mostly met objective	Completely met objective
Percent of objective met	██████████	██████████	██████████	██████████
Implement performance targets and evaluation tools for all district-managed and EMO schools, principals and teachers.				
Implement performance targets for regional offices.				
Implement performance targets for all central office departments and offices.				
Organizational structure of the District is redesigned, SRC reviewed, and implemented				
Refine the Charter School approval and renewal management process.				
Creating family, community and other stakeholders as partners in raising and maintaining high student achievement	Did not meet objective	Partially met objective	Mostly met objective	Completely met objective
Percent of objective met	██████████	██████████	██████████	██████████
Develop and recommend a community engagement policy for implementation by 2009.				
Develop an SDP Government Relations (local, state, federal) strategy and implementation plan approved by the SRC				
Complete the development of an SDP development (private and public grants) strategy and implementation plan including the reengagement of the Children's First Fund				
Other Comments:	<hr/> <hr/> <hr/> <hr/>			