



## SUNSET RIDGE SCHOOL DISTRICT 29

525 Sunset Ridge Road • Northfield, Illinois • 60093

847 881 9400 • Fax: 847 446 6388 • [www.sunsetridge29.net](http://www.sunsetridge29.net)

*Cultivating a learning community that engages the hearts and minds of students, one child at a time*

# Strategic Plan

2012-2015



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### ***Our Mission...***

*Cultivating a learning community that engages the hearts and minds of students, one child at a time*

### ***We believe...***

- *The child is at the heart of all decisions*
- *Each child deserves an education tailored to his or her unique abilities, learning style, social and emotional needs*
- *Commitment to excellence drives continuous improvement*
- *Student growth and learning thrive in communities that embrace creativity and innovation, critical thinking and problem solving, collaboration and communication*
- *World class educational programming fosters ethical, respectful, and productive local and global citizens*

# Sunset Ridge School District 29

## 2012-2015 Strategic Plan

<b>Themes</b>	<b>Year 1 2012-2013</b>	<b>Proposed Year 2 2013-2014</b>	<b>Proposed Year 3 2014-2015</b>
<b>21<sup>st</sup> Century Learning</b>	<p>Infuse 21<sup>st</sup> century skills in daily teaching and learning</p> <p>Continue to incorporate technology in the implementation of 21<sup>st</sup> century learning and provide the staff development necessary to accomplish it</p> <p>----</p>	<p>Continue; Implement new practices as appropriate</p> <p>Continue; Implement recommendations as appropriate</p> <p>Optimize space to be more conducive to 21<sup>st</sup> century learning</p>	<p>Implement new practices as appropriate</p> <p>Continue; Implement recommendations as appropriate</p> <p>Implement new practices and approaches to space utilization as appropriate</p>
<b>Collaborative Learning Community</b>	<p>Increase opportunities for teachers to collaborate for professional development, planning, etc.</p> <p>----</p>	<p>Implement recommendations as appropriate</p> <p>Improve consistency of home-school communication</p>	<p>Implement recommendations as appropriate</p> <p>Implement recommendations as appropriate</p>
<b>Developing the Whole Child</b>	<p>Continue to develop the overall SEL program with emphasis on impact of bullying</p> <p>Execute strategies to enhance gifted and enrichment programming and services</p> <p>Create staff development opportunities designed to support teachers in developing differentiation strategies</p> <p>Explore and develop extra-curricular and supplemental academic programs</p>	<p>Support, reinforce and monitor implementation of SEL program goals</p> <p>Implement recommendations as appropriate</p> <p>Support, reinforce and monitor implementation of strategies</p> <p>Continue; Implement recommendations as appropriate</p>	<p>Support, reinforce and monitor implementation of SEL program goals</p> <p>Implement recommendations as appropriate</p> <p>Support, reinforce and monitor implementation of strategies</p> <p>Monitor and refine implementation of supplemental programs</p>

<b>Engaging Curriculum</b>	Learn and incorporate Common Core Standards in the context of 21 <sup>st</sup> Century Skills (Math and ELA)	Implement curricular and instructional revisions as appropriate	Implement curricular and instructional revisions as appropriate
<b>Financial Stability</b>	Explore alternatives for addressing substantial internal and external financial changes	Continue; Implement recommendations as appropriate	Continue; Implement recommendations as appropriate
<b>Human Resources</b>	<p>Create a comprehensive long-term HR plan (certification, recruitment, hiring, orientation, training, retention, succession, evaluation, etc)</p> <p>Continue to implement requirements of PERA and SB7</p>	<p>Review and revise plan as necessary</p> <p>Continue; Implement requirements as necessary</p>	<p>Review and revise plan as necessary</p> <p>Continue; Implement requirements as necessary</p>

## GOAL 1: Infuse 21<sup>st</sup> Century Skills in daily teaching and learning

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOME
<ol style="list-style-type: none"> <li>1. Use professional planning time to develop curriculum units and activities that actively engage students in challenging learning experiences aligned with 21<sup>st</sup> Century skills and research.</li> <li>2. Integrate 21<sup>st</sup> Century skills into teacher and administrator annual goal setting process.</li> <li>3. Create building/district meeting time for teachers to share 21<sup>st</sup> Century methodology strategies and/or resources used in the classroom.</li> <li>4. Review report card samples that communicate 21<sup>st</sup> Century student learning in order to compare our current reporting system with other research-based assessment measures.</li> </ol>	<p>School Principals</p> <p>Director of Technology</p> <p>Technology Coaches</p> <p>All Staff</p>	<p><u>2012-2013 School Year</u></p> <ul style="list-style-type: none"> <li>• Define and implement teaching methodologies that align with 21<sup>st</sup> Century research and practices.</li> </ul> <p><u>Fall 2012</u></p> <ul style="list-style-type: none"> <li>• Goal setting</li> </ul> <p><u>Spring 2013</u></p> <ul style="list-style-type: none"> <li>• Goal review</li> </ul> <p><u>2012-2013 School Year</u></p> <ul style="list-style-type: none"> <li>• Conduct meetings to discuss strategies and resources</li> </ul> <p><u>2012-2013 School Year</u></p> <ul style="list-style-type: none"> <li>• Review report cards and revise as necessary</li> </ul>	<p>Implementation of 21<sup>st</sup> Century Skills- Pre and Post Self-Assessment</p> <p>Teacher and Principal Annual Goals</p> <p>Report Card Revisions</p>

## GOAL 2: Continue to incorporate technology in the implementation of 21<sup>st</sup> Century Learning

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOME
<ol style="list-style-type: none"> <li>1. Expand use of iPads: <ul style="list-style-type: none"> <li>• Stations in kindergarten</li> <li>• One-to-one use in 4<sup>th</sup> and 5<sup>th</sup> grades</li> <li>• Carts available at other grades</li> <li>• Consider future one-to-one iPad use in grades 3 and 6</li> <li>• Research iPad Mini for possible future use</li> </ul> </li> <li>2. Explore student email and social media: <ul style="list-style-type: none"> <li>• Implement student email for communication with teachers and classmates through use of My Big Campus</li> <li>• Implement MashPlant</li> <li>• Explore ePals for communicating with classrooms worldwide</li> </ul> </li> <li>3. Explore new features of PowerSchool to enhance student homework and grading practices</li> <li>4. Continue to explore the Flipped Classroom</li> <li>5. Continue to explore different wireless image capabilities, such as AppleTV or the Reflections program</li> </ol>	<p><u>Tech Integration Committee and Tech Coaches</u></p> <p>Director of Technology</p> <p>Teacher Technology Facilitator</p> <p>Data Content Specialist</p> <p>K-8 Grade Level Representatives</p> <p>Fine Arts Teachers</p> <p>Superintendent</p> <p>Administrative Representatives</p> <p>Board Representative</p>	<p><u>2012-2013 School Year</u></p> <ul style="list-style-type: none"> <li>• Implement use of one-to-one iPad use at 4<sup>th</sup> and 5<sup>th</sup> grade</li> </ul> <p><u>2012-2013 School Year</u></p> <ul style="list-style-type: none"> <li>• Monitor student use of My Big Campus</li> </ul> <p><u>March 2013</u></p> <ul style="list-style-type: none"> <li>• Prepare tech plan and budget for 2013-2014; Present to BOE</li> </ul>	<p>Written report to BOE containing:</p> <ul style="list-style-type: none"> <li>• Review of 2012-2013 tech plan</li> <li>• Recommendations for 2013-2014 tech plan and budget</li> </ul>

<p>6. Expand use of Skype for communication between Middlefork and Sunset Ridge, between other schools worldwide, and with content area experts</p> <p>7. Investigate educational use of students' personal devices and network enhancements required in a BYOD environment.</p> <p>8. Enhance classroom use of technology by creating Tech Coaches who will explore new technology/applications and provide support and training to colleagues</p> <p>9. Establish tech plan and budget for 2013-2014</p>			
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**GOAL 3: Research ways to increase opportunities for teachers to collaborate for professional development and planning**

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOME
<ol style="list-style-type: none"> <li>1. Conduct staff survey regarding current collaboration practices</li> <li>2. Research additional collaboration practices by surveying other districts and reviewing professional literature</li> <li>3. Explore possible options for increasing collaboration opportunities</li> <li>4. Seek input from staff, SREA, parents and Board as appropriate, should proposed options impact current contract provisions or school schedules</li> <li>5. Create recommendations for increasing opportunities for professional development and planning</li> </ol>	<p><u>Teacher Collaboration Committee</u></p> <p>Superintendent</p> <p>Administrator Representatives</p> <p>K-8 Grade Level Representatives</p> <p>Board representative</p>	<p><u>Fall 2012</u></p> <ul style="list-style-type: none"> <li>• Conduct survey</li> </ul> <p><u>Fall, Winter 2012-2013</u></p> <ul style="list-style-type: none"> <li>• Conduct research</li> </ul> <p><u>Spring 2013</u></p> <ul style="list-style-type: none"> <li>• Create options, seek input from stakeholders, and finalize recommendations</li> </ul>	<p>Report to BOE containing:</p> <ul style="list-style-type: none"> <li>• Review of research</li> <li>• Recommendations for 2013-2014 school year</li> </ul>



**GOAL 4: Continue to develop and implement the overall SEL and discipline programs with an emphasis on creating a positive learning environment void of bullying behaviors**

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOME
<p>1. Purchase student and staff literature/materials related to bullying prevention and intervention.</p> <p>2. Purchase and implement bullying prevention curricular materials (Tier I) and staff/student intervention when it does occur (Tier II/III).</p> <p>3. Utilize Playpod/Community groups to educate students relative to bullying prevention and response.</p> <p>4. Conduct student, staff and parent training regarding bullying prevention and intervention.</p> <p style="padding-left: 20px;">A. Partner with the PTO for staff and parent presentations by Dr. Dominquez on how to establish and maintain a bully-free environment.</p> <p style="padding-left: 20px;">B. Partner with FAN in staff and parent presentations by Dr. Robert Brooks on how to build resilience.</p> <p>5. Update and conduct Student/Staff survey regarding the prevalence of bullying behavior.</p> <p>6. Review discipline data on a regular</p>	<p><u>SEL Committee</u></p> <p>School Principals</p> <p>Assistant Superintendent for Student Services</p> <p>Teacher Representatives</p> <p>Board of Education Representative</p>	<p><u>Summer 2012</u></p> <ul style="list-style-type: none"> <li>• Purchase literature and instructional materials</li> <li>• Design Playpods/Communities lessons</li> </ul> <p><u>Fall 2012</u></p> <ul style="list-style-type: none"> <li>• Disseminate literature</li> </ul> <p><u>2012-2013 School Year</u></p> <ul style="list-style-type: none"> <li>• Implement instructional materials</li> <li>• Implement Playpods/Communities lessons</li> <li>• Conduct student, staff, and parent training/presentations</li> <li>• Conduct student/staff survey pre-test</li> <li>• Review discipline data</li> </ul>	<p>Disseminated literature</p> <p>Playpod/Communities lessons</p> <p>Student, Staff, and Parent Training/Presentations</p> <p>Spring Survey Results</p>

<p>basis to monitor individual students' behavior needs.</p> <p>7. Plan activities in both buildings that focus on recognizing positive behaviors.</p>			
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**GOAL 5: Execute strategies to enhance gifted & enrichment programming and services**

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOME
<ol style="list-style-type: none"> <li>1. Review collected data regarding best practices in G/E as well as practices of neighboring districts with emphasis on eligibility criteria, programming, staffing, and reporting mechanisms.</li> <li>2. Articulate strengths and areas for improvement of current G/E program.</li> <li>3. Articulate district philosophy and logistics of G/E program with emphasis on eligibility criteria, programming, and reporting mechanisms through broad scale communication (e.g., workshop, web-page, G/E program pamphlet).</li> </ol>	<p><u>Gifted and Enrichment Committee</u></p> <p>Assistant Superintendent for Student Services</p> <p>Associate Superintendent for Curriculum Development</p> <p>Administrative Representatives</p> <p>Enrichment Coordinator</p> <p>Gifted Coordinator</p> <p>Teacher Representatives</p> <p>Board of Education Representatives</p> <p>Parent Representatives</p>	<p><u>Fall 2012- Winter 2013</u></p> <ul style="list-style-type: none"> <li>• Review collected data regarding best practices in G/E as well as practices of neighboring districts</li> </ul> <p>• Articulate strengths and areas for improvement of current G/E program.</p> <p><u>Spring 2013</u></p> <ul style="list-style-type: none"> <li>• Articulation of district philosophy and logistics, eligibility criteria, programming, and reporting mechanisms</li> </ul>	<p>Summary of Gifted Committee's purpose &amp; goals</p> <p>Summary of research findings</p> <p>Summary of strengths and areas for improvement</p> <p>Summary of program:          -Philosophy          -Eligibility Criteria          -Programming          -Reporting Mechanisms</p>

## GOAL 6: Staff Development- Support District 29 teachers in developing differentiation strategies

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOME
<ol style="list-style-type: none"> <li>1. Educate all staff on curriculum differentiation: foundational principles and common vocabulary.</li> <li>2. Utilize in-service days to expand teachers' expertise in using MAP data to differentiate curriculum and classroom practices.</li> <li>3. Work with Tech Department to provide ongoing professional development in the use of technology to differentiate instruction for 21<sup>st</sup> century learners.</li> <li>4. Provide collaboration time for grade level teams to develop differentiated units and practices in support of the CCSS for ELA and Math, as well as the new STEM initiatives.</li> </ol>	<p><u>Staff Development Committee</u></p> <p>Associate Superintendent</p> <p>Staff Representatives</p> <p>Teacher Tech Facilitator</p> <p>Tech Director</p>	<p><u>August 2012</u> Presentation at August Institute Days (Step 1)</p> <p><u>Fall 2012</u></p> <ul style="list-style-type: none"> <li>• DDI in-service during October SIP and Institute days (Step 2)</li> <li>• Plan and implement Tech Classes (Step 3)</li> <li>• Organize release/collaboration time for grade level tms. (Step 4)</li> <li>• Develop SRU class (Step 5)</li> </ul> <p><u>Winter 2013</u></p> <ul style="list-style-type: none"> <li>• Implement SRU class on Reading and Writing Across the Curriculum (Step 5)</li> <li>• Plan and implement Tech Classes (Step 3)</li> <li>• Organize release/collaboration time for grade level tms. (Step 4)</li> </ul>	<p>Summary report of Committee work throughout the 2012-13 school year.</p> <p>Proposal for Summer 2013 professional development.</p> <p>Completed SRU class.</p>

<p>5. Develop and implement SRU course to support content area teachers in differentiating reading and writing instruction across the curriculum.</p> <p>6. Develop plan for Summer 2013.</p>		<p><u>Spring 2013</u></p> <ul style="list-style-type: none"><li>• Reflect on year's accomplishments and plan for 2013-14. (Step 6)</li></ul>	
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**GOAL 7: Explore and develop extra-curricular and supplemental programs for summer**



STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOME
<ol style="list-style-type: none"> <li>1. Research supplemental/summer programming options offered by neighboring districts with a focus on programming, costs, logistics, interest, staffing, and supervision.</li> <li>2. Identify areas and levels of current supplemental/summer programming needs as they relate to mandated services (i.e., Special Education).</li> <li>3. Survey parents regarding interest in summer programming options.</li> <li>4. Identify potential resources and barrier to the implementation of supplemental/summer programming options.</li> <li>5. Articulate proposal for implementation of supplemental/summer programming options.</li> <li>6. Continue to evaluate current extra-curricular (school year) offerings and explore new opportunities.</li> </ol>	<p><u>Extra-Curricular/Summer Program Committee</u></p> <p>Assistant Superintendent for Student Services</p> <p>Associate Superintendent for Curriculum Development</p> <p>Superintendent</p> <p>Administrative Representatives</p> <p>Teacher Representatives</p> <p>Board of Education Representatives</p> <p>Parent Representatives</p>	<p><u>Fall 2012-Winter 2013</u></p> <ul style="list-style-type: none"> <li>• Research supplemental/summer programming options offered by neighboring districts</li> <li>• Identify areas and levels of current supplemental/summer programming needs</li> <li>• Survey parents</li> <li>• Identify potential resources and barrier to the implementation</li> </ul> <p><u>Spring 2013</u></p> <ul style="list-style-type: none"> <li>• Articulate proposal for implementation of supplemental/summer programming options.</li> </ul>	<p>Matrix summarizing services offered by neighboring districts.</p> <p>Matrix summarizing current mandated summer needs.</p> <p>Summary of parent survey results</p> <p>Matrix of identified resources &amp; barriers.</p> <p>Proposal for pilot summer program.</p>

## Goal 8A: Comprehend and integrate Common Core State Standards for Mathematics into the District 29 curriculum

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOME
<ol style="list-style-type: none"> <li>1. Agree on scope and sequence adjustments per grade level as well as timeline for implementation.</li> <li>2. Communicate and educate non-committee members (also teaching mathematics) on above changes.</li> <li>3. Articulate and model K-8 progression of CCSS in order to identify redundancies and/or gaps, and to clarify the meaning of the standards and mathematical practices in the context of 21<sup>st</sup> century learning.</li> <li>4. Identify areas in need of new or supplementary curricular resources, investigate options, and access new materials.</li> </ol>	<p><u>CCSS Math Committee</u></p> <p>Associate Superintendent</p> <p>SRS Principal</p> <p>Teacher Representatives from each grade and student services</p>	<p><u>Summer 2012</u></p> <ul style="list-style-type: none"> <li>• CCSS-Math workshop (Step 1)</li> </ul> <p><u>Fall 2012</u></p> <ul style="list-style-type: none"> <li>• September- Communicate changes, articulate progression (Steps 1, 2, 3)</li> <li>• October- Continue articulation of changes and new standards/practices (Steps 2, 3)</li> <li>• November- Continue articulation of changes and new standards/practices, begin looking for supplementary resources, attend NCTM (Steps 3, 4, 6)</li> <li>• December- Continue above and begin coaching/collaborations sessions with grade level teams (Steps 3, 4, 5)</li> </ul> <p><u>Winter 2013</u></p> <ul style="list-style-type: none"> <li>• Jan-March: (Steps 3, 4, 5, cont'd.)</li> </ul>	<p>Summary report of Committee work throughout the 2012-13 school year.</p> <p>Proposal for Summer 2013 professional development for math teachers and math curriculum development work.</p>

<p>5. Provide coaching and support to committee members implementing curricular changes, as well as collaboration time for them to educate their respective teams.</p> <p>6. Attend NCTM Regional Conference in Chicago.</p> <p>7. Plan for summer professional development and curriculum writing.</p>		<p><u>Spring 2013</u></p> <ul style="list-style-type: none"> <li>• April- Reflect on year's progress and plan for 2013-14. (Step 7)</li> <li>• May- Summarize accomplishments and set plan for 2013-14 (including plan for 2013-14 textbook review committee).</li> </ul>	
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## GOAL 8B: Comprehend and Integrate Common Core Standards for English/Language Arts into the District 29 curriculum

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOME
<ol style="list-style-type: none"> <li>1. Expand our understanding of the CCSS-ELA in order to effectively increase students' reading and writing skills across all disciplines.</li> <li>2. Complete a grade level audit of percent of informational and literary text work.</li> <li>3. Increase the use of meaningful informational text in classrooms across all disciplines.</li> <li>4. Plan for Literacy Blocks in accordance with best practices.</li> <li>5. Educate parents, students, and staff on CCSS-ELA and how to apply CCSS to individual learning.</li> </ol>	<p><u>CCSS LA Committee</u></p> <p>Sunset Ridge School Principal</p> <p>Associate Superintendent for Curriculum Development</p> <p>Teacher Technology Facilitator</p> <p>Teacher Representatives from all Disciplines</p> <p>Board of Education Representative</p>	<p><u>Summer 2012</u></p> <ul style="list-style-type: none"> <li>• New Trier Township LA Articulation Meeting</li> <li>• District 29 LA Articulation Meeting</li> </ul> <p><u>2012-2013 School Year</u></p> <ul style="list-style-type: none"> <li>• Complete audit</li> <li>• Increase use of meaningful informational text in all disciplines</li> <li>• Review fall and spring ELA data</li> </ul>	<p>Review of writing samples to use data to assess student learning and to help prepare students for future academic experiences.</p> <p>Increase in the effective application and assessment of writing and reading skills across all disciplines.</p> <p>Minutes from professional meetings that center around reading and writing across disciplines.</p> <p>Increase in percent of students mastering ELA skills based on assessment data.</p>

6. Review assessment data to identify students' strengths and areas of need. Work with students to help them set goals and understand assessment data in order to monitor their own learning.

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**GOAL 9: Explore alternatives for addressing substantial internal and external financial changes**

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOME
<p>1. Scan the horizon for any possible source of meaningful financial change</p> <p>2. Consider all potential alternatives for coping with such changes</p>	<p>Finance/Facilities Committee Chair</p> <p>Finance/Facilities Committee Members</p> <p>Board Members at Large</p> <p>Superintendent</p> <p>Assistant Superintendent of Business and Finance</p>	<p><u>November 27, 2012</u> Present document #1 to Board of Education</p> <p><u>February 12, 2013</u> Present document #2 to Board of Education</p>	<p>1. A document or presentation which describes the various potential sources of financial impact and the range of possible outcomes</p> <p>2. A second document or presentation which describes the various alternatives that have been considered, the pros and cons of those alternatives, and their likely impact.</p>

**GOAL 10: Create a comprehensive long term HR plan (certification, recruitment, hiring orientation, training, retention, succession, evaluation, etc.)**

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOME
<ol style="list-style-type: none"> <li>1. Assemble a schedule of all positions.</li> <li>2. Assemble a schedule of retiring employees.</li> <li>3. Create a comprehensive long term HR plan considering enrollment, staffing, and financial implications. Plan will address certification, recruitment, hiring, orientation, training, retention, succession, evaluation, etc.</li> <li>4. Conduct a nationwide search, evaluate applications, interview candidates and select new superintendent, who will begin on July 1, 2013.</li> </ol>	<p><u>HR Committee</u> Superintendent</p> <p>Assistant Superintendent of Business and Finance</p> <p>SREA Representative</p> <p>Board Member Representative</p> <p><u>Search and Selection Team</u></p> <p>Superintendent (recruiting phase)</p> <p>Board of Education</p>	<p><u>Fall 2012</u></p> <ul style="list-style-type: none"> <li>• Complete steps 1 and 2</li> </ul> <p><u>Winter 2012</u></p> <ul style="list-style-type: none"> <li>• Complete step 3</li> </ul> <p><u>Summer 2012</u></p> <ul style="list-style-type: none"> <li>• Recruit candidates</li> </ul> <p><u>Fall 2012</u></p> <ul style="list-style-type: none"> <li>• Evaluate applications</li> <li>• Interview candidates</li> </ul> <p><u>December 2012</u></p> <ul style="list-style-type: none"> <li>• Make selection</li> </ul>	<p>Comprehensive long term HR plan will be presented to Board at a BOE meeting in the spring of the year.</p> <p>New superintendent hired</p>

## GOAL 11: Continue to implement the requirements of PERA and SB7

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOME
<ol style="list-style-type: none"> <li>1. Administrators participate in evaluation training as required by PERA and SB7</li> <li>2. Superintendent and principals develop and implement new principal evaluation procedures per PERA and SB7, including the development of the Principal Evaluation Plan</li> <li>3. Joint Committee meets to review decisions pertaining to Honorable Dismissal lists</li> <li>4. Evaluation Committee reviews Illinois Teaching Standards and evaluation requirements under PERA; Develops plan for training staff and implementing new evaluation requirements</li> </ol>	<p><u>PERA, SB7 Joint Committee/Evaluation Committee</u></p> <p>Superintendent</p> <p>Associate Superintendent</p> <p>3 SREA Representatives</p> <p>Board Member Representative</p>	<p><u>Summer 2012</u></p> <ul style="list-style-type: none"> <li>• Administrators participate in evaluation training</li> </ul> <p><u>Fall 2012</u></p> <ul style="list-style-type: none"> <li>• Principal Evaluation Plan is developed</li> <li>• Joint Committee meets to review Honorable Dismissal list decisions</li> </ul> <p><u>Winter 2012</u></p> <ul style="list-style-type: none"> <li>• Evaluation Committee meets to plan for PERA implementation</li> </ul> <p><u>2012-2013 School Year</u></p> <ul style="list-style-type: none"> <li>• Principal Evaluation Plan is followed</li> <li>• Existing Teacher Evaluation Plan is followed</li> </ul>	<p>Administrators receive required training</p> <p>Principal Evaluation Plan developed and implemented</p> <p>Plan for revising staff evaluation in accordance with PERA is developed</p> <p>Evaluation Plans are followed and implemented in accordance with PERA and SB7</p>