

EXHIBIT B

**MULTI-YEAR PERFORMANCE BASED EMPLOYMENT CONTRACT
BETWEEN
DR. ANTHONY SANDERS AND
THE BOARD OF EDUCATION OF SCHOOL DISTRICT U-46**

MULTI-YEAR PERFORMANCE BASED SUPERINTENDENT'S CONTRACT
BETWEEN
DR. ANTHONY SANDERS AND
THE BOARD OF EDUCATION OF SCHOOL DISTRICT U-46

(July 1, 2022 through June 30, 2027)

THIS AGREEMENT is made by and between the Board of Education (the "Board") of School District U-46, Kane, Cook and DuPage Counties, Illinois (the "School District") and Dr. Anthony Sanders (the "Superintendent"). In consideration of the mutual promises herein contained, the Board and the Superintendent agree as follows:

1. **EMPLOYMENT**. In accordance with the provisions of Section 10-23.8 of the School Code of Illinois (105 ILCS 5/10-23.8) the Superintendent is hereby employed as Superintendent of Schools for the School District under this multi-year contract for a five (5) year period beginning July 1, 2022, and extending to June 30, 2027. The contract year under this contract is July 1 through the succeeding June 30 of each year.

At the request of, and in consultation with, the Superintendent each contract year, the Board will make a judgment in accordance with the requirements of Section 10-23.8 of the School Code whether to extend the term of this contract or to enter into a new contract with an extended term.

2. **PERFORMANCE GOALS AND INDICATORS OF STUDENT ACADEMIC IMPROVEMENT**. This is a performance-based contract, for which the goals and indicators of performance are set forth in Exhibits A and B. The following steps will be taken by the Board and the Superintendent to facilitate achievement of the goals and assessment of student performance and academic improvement:

- a. It is expected that all of the goals will be achieved by the end of the contract, unless otherwise agreed by the Superintendent and the Board due to unexpected circumstances or a decision to delete or substantially modify any of the goals.
- b. As part of the Superintendent's annual evaluation, a primary measure of the

performance and effectiveness of the Superintendent each contract year shall be whether the Superintendent has accomplished the goals for that Contract year and has made adequate progress toward completion of the goals which are to be accomplished in a later Contract year, as such goals are set by the Board in consultation with the Superintendent.

Evaluation

Provided the Superintendent notifies the Board during the month of December of each contract year of the Board's evaluation obligations, the Board shall thereafter, at such time as the business of the Board reasonably permits, meet with the Superintendent to review the Superintendent's performance, including the progress toward achievement of the performance goals as provided in Exhibit B of this contract, assess the working relationship of the Superintendent with the Board, the faculty, the staff, students and the community and consider salary and benefit adjustments for subsequent years.

By June 30 of each Contract year in consultation with the Superintendent, the BOARD will review and revise; where appropriate, the goals to be accomplished during the remaining contract years. Any modified goals shall be incorporated into a document to be entitled "Superintendent's Performance Goals," which shall be signed and dated by the Board President and become the Superintendent's new and/or additional goals for purposes of this Contract.

The Board and the Superintendent will also strive to conduct interim reviews several times each contract year at the request of the Superintendent and/or Board and as the business of the Board permits. A comprehensive final review of achievement of a goal will take place at the time the earliest of the following occurs as applicable to the particular goal:

- 1) By no later than January 31 of the last year of this contract;
- 2) At the expiration of the period of time identified in the program approved by the Board under sub-paragraph b.;
- 3) Whenever the Superintendent believes a goal has been accomplished; and,
- 4) Whenever the Board believes that a goal has been accomplished.

If the final review is due under 1) through 3) above, the Superintendent will prepare a report to the Board regarding achievement of the goals including the indicators the Superintendent believes relevant to student performance and academic improvement. If the final review occurs at the Board's request under 4), the Board will notify the Superintendent who will promptly prepare the report referenced in the preceding sentence.

- c. The Board will make its best effort to determine within sixty (60) days after receipt of the Superintendent's report whether the goals have been achieved and student academic performance improved. If so, the Board will consider an

extension of this contract, although nothing prevents the Board and the Superintendent from entering into a new contract at the end of this contract.

The Board and the Superintendent recognize that achievement of the goals and improvement of student academic performance is dependent on continued Board support of the goals, including the provision of adequate financial support within available resources. The Board and the Superintendent also recognize that circumstances beyond the control of the Board and/or the Superintendent may prevent attainment, or require modification, of any of the goals. In such circumstances or where the Board is unwilling or unable to support the goals, either financially or in principle, the Board, in consultation with the Superintendent, will modify or delete any of the goals as appropriate.

3. **BOARD-SUPERINTENDENT RELATIONS.** To enhance effective district governance through positive and productive board-superintendent relations, the Board shall schedule at least one retreat annually with the Superintendent, focusing on Board relations, to occur by January 31 each year. The Board President and Superintendent shall meet prior to the retreats to develop a framework, format and agenda for the retreats. The Superintendent also shall participate in the Board's self-evaluation process annually, as directed by the Board.

4. **DUTIES.** The duties of the Superintendent shall be those duties prescribed by the laws and regulations of the State of Illinois and by the rules, policies, regulations, job description and directions of the Board, all of the foregoing as may be amended or modified from time to time, and those duties which are customarily or necessarily incidental to the position of Superintendent.

Unless otherwise required by the Board, the Superintendent shall direct and assign teachers and other employees of the schools under his supervision; shall have freedom to direct administrative and supervisory staff, including instruction and business affairs, as best serves the School District, provided that the Superintendent shall consult with and advise the Board

before implementing administrative transfer of school principal(s) or assistant superintendents or equivalent staff (with no change in position or salary); shall review and recommend all personnel subject to the approval of the Board; and shall have the authority to immediately accept resignations of personnel, for and on behalf of the Board.

The Board will refer to the Superintendent for the Superintendent's study and recommendation, at least annually or sooner as the circumstances require, all material criticisms, complaints, and suggestions called to their attention relative to the Superintendent or the School District which Board members reasonably believe to be significant and shall refrain from individual interference with the administration of the school policies except through Board action.

5. **SALARY**. The Board, as compensation for the duties set forth in this contract, will pay the Superintendent a base annual salary of TWO HUNDRED AND SIXTY-NINE THOUSAND TWO HUNDRED FORTY-THREE DOLLARS (\$269,243) for the 2022-2023 contract year, payable in equal installments in accordance with the policies of the Board governing payment of salary to other professional staff members in the District. In each subsequent contract year, the Superintendent shall receive a percentage increase in his base salary no less than equal to the average annual percentage increase received by teachers employed by School District U-46 as defined in Exhibit A (provided however the increase may be less than the average but within the foregoing range in the event of a summative rating of needs improvement, if received) with a floor of two percent (except in the event of a summative rating of unsatisfactory) and a cap of five percent over his annual base salary in the immediately prior contract year, as well as other incidental compensation applicable to licensed administrators employed by the District with the exception of the annual doctoral stipend. The Superintendent shall also be eligible on an annual basis for an additional increase of base salary, based on his achievement of performance goals as

established under Section 2 of this Agreement. The Board may, in its discretion, increase the base annual salary or benefits at any time. At no time shall the base annual salary or benefits be decreased during the term of this Contract.

6. **TRS CONTRIBUTION**. In addition to the base annual salary stated in paragraph 5 and all other creditable earnings within the Contract, the Board shall pick up and pay on the Superintendent's behalf, the Superintendent's entire contribution to the Illinois Teachers' Retirement System as required by Section 152.1 of the Illinois Pension Code and Teachers Health Insurance Security Fund (THIS) provided, however, in no event shall the Superintendent's TRS credible earnings exceed the amount which would subject the Board to a 6% excess salary penalty from TRS.

It is the intention of the parties to qualify all such payments picked up and paid by the Board on the Superintendent's behalf as employer payments pursuant to Section 414(h)(2) of the Internal Revenue Code of 1986, as amended. The Superintendent shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the Illinois Teachers' Retirement System. If legislation or rule change is enacted that limits the employer's ability to perform its obligations or otherwise reduces its obligations under this paragraph, the Board shall pay the difference to the Superintendent as salary to the extent the Board's total cost for salary and pick up of the TRS and THIS contribution equals the Board's total cost before enactment of such legislation or rule change. The Board's and Superintendent's implementation herein shall be in implementation of this provision of the Contract and shall not constitute or require an amendment to the Contract.

The Parties acknowledge that the Superintendent may be subject to the pensionable earnings cap under Section 401(a)(17) of the Internal Revenue Code. In order to achieve a cost-

neutral impact of such cap, the Board shall make a non-elective contribution to the Superintendent's 403(b) plan in an amount equal to the money the Board would have paid to TRS under this paragraph on the TRS creditable earnings which exceed the Section 401(a)(17) cap. The payment shall be made in a single lump-sum payment no later than June 30 of each contract year. The Superintendent has not and shall not have the option to receive this contribution in cash.

7. **TECHNOLOGY SUPPORT.** The Board shall provide the Superintendent with the use of equipment and technology suited to the efficient performance of his duties and necessary reimbursement.

8. **VACATION.** The Superintendent shall receive twenty-five (25) working days of vacation annually at full pay, exclusive of holidays. Vacation days shall vest on the first day of each contract year. The Board of Education President shall be advised in advance of all vacations, and prior approval of the Board President is required for all vacations, which are more than five (5) consecutive working days in length or which would unduly interfere with District operations.

In order to provide essential services to the Board, the Superintendent may not be able to use all of his earned vacation in a year and/or be unable to schedule vacation at a desirable time. In consideration of such circumstances, at the Superintendent's election, the Board annually on June 1 shall compensate the Superintendent in cash in exchange for up to ten (10) vacation days to be computed at 1/260 of the Superintendent's base annual salary. The Superintendent must inform the Board President and Chief Financial Officer by no later than June 1 of the Superintendent's intention to exchange vacation days. Any days not used or exchanged shall be forfeited, unless approved by the Board for rollover, after requested by the Superintendent by June 1 of the relevant contract year.

Should this contract be terminated for any reason or in any manner whatsoever, the

Superintendent shall be paid for all earned and accumulated but unused vacation days from the contract year in which termination takes place at the rate of his then current salary.

9. **SICK LEAVE AND DISABILITY.** The Superintendent shall be entitled to fifteen (15) days of sick leave annually, the unused number of which, when combined with any unused sick leave from the previous contract years, shall be cumulative to the maximum allowable for certified administrative employees.

Should the Superintendent become physically or mentally disabled from performing any substantial duty permanently or for a period of ninety (90) calendar days in any 180 calendar-day period, the Board may, at its option, terminate the Superintendent's employment upon thirty (30) days written notice to the Superintendent and the opportunity for a hearing before the Board on the issues of disability and performance. Upon termination for this reason, the Board shall pay the Superintendent for any accumulated but unused sick leave, up to a maximum amount of TWENTY THOUSAND AND NO/100 (\$20,000.00) DOLLARS, and, if permitted by the District's health and life insurance program, continue such insurance at its expense for a period of sixty (60) days after termination. This sixty-day period shall be included in the calculation of the time period available for continuation coverage (commonly referred to as COBRA coverage) under the Internal Revenue Code of 1986.

The Board, at its cost, shall provide disability insurance for the Superintendent in accordance with the basic disability insurance coverage provided by the Board for District Administrative Center administrators, provided the Superintendent meets the ordinary requirements of the insurer.

10. **MEDICAL EXAMINATION.** The Superintendent shall submit to a comprehensive health examination before January 15 of each contract year. The examination shall be performed

by doctor(s) approved by the Board. Such health examination shall include tests deemed necessary by the doctor or required by the Board. The cost of such health examination shall be borne by the Board up to a maximum amount of EIGHT HUNDRED AND NO/100 (\$800.00) DOLLARS or such greater amount as is necessary to meet the cost of the examination required by the Board. A report as to the Superintendent's health, in a form satisfactory to the Board, shall be presented to the Board, filed separately from the Superintendent's personnel file, and treated as confidential information by the Board. The Superintendent shall further submit to, and furnish the Board with reports of, such health examinations as the Board may from time to time require at its expense. Nothing herein shall be deemed to waive the physician/patient privilege, which the Superintendent shall maintain with any physician with whom he consults for purposes of this Agreement; however, the Superintendent shall not withhold from the Board medical information that may affect his job performance.

11. **HEALTH INSURANCE**. The Board shall provide hospital, surgical, major medical, and dental insurance coverage for the Superintendent and members of the Superintendent's immediate family during the term of this contract, in accordance with the basic insurance program provided by the District for its certified employees, except that the full premium cost shall be paid by the Board.

12. **DEFERRED COMPENSATION**. The Superintendent may elect that a portion of the salary set forth in paragraph 5 above be paid into the Board's tax sheltered annuity pursuant to Section 403(b) and/or deferred compensation plan pursuant to Section 457 of the Internal Revenue Code of 1986, as amended. The Board shall provide the Superintendent with any matching annuity contribution or non-elective annuity contribution provided to any District administrator and, in addition, annually, effective with the first payroll of July 2023, and each subsequent July 1 during

the term of this contract, the Board shall pay on a non-elective basis \$10,000 into the Board's tax sheltered annuity plan pursuant to Section 403(b) and/or deferred compensation plan pursuant to Section 457 of the Internal Revenue Code of 1986, as amended. The Superintendent shall not have the option to receive cash or any other form of compensation or benefit in lieu of this contribution.

13. **LIFE INSURANCE**. The Board, at its cost, shall provide the Superintendent with group term life insurance on the same basis as for other central office administrators with a death benefit of two times his base annual salary, rounded to the nearest thousand, provided the Superintendent meets the ordinary requirements of the insurer. The Superintendent shall be allowed to name all beneficiaries under this policy.

14. **ADDITIONAL BENEFITS**. The Superintendent shall be provided such additional benefits as are set forth in the Board's Benefit Sheet Administrator Certified 12 Month for Administrators and Board of Education Benefits Program for District U-46 Administrators (exhibit 1 to administrator contracts), subject to modification from time to time in the Board's discretion, except to the extent substantially the same benefit is provided for in this contract.

In recognition of Dr. Sanders' successful service to School District U-46, the Board also agrees to pay on or before August 31, 2022 contributions and interest to establish 22.75 months of service credit through the State Employees' Retirement System. The cost of this one-time benefit shall not exceed \$9,241.31.

15. **RESIDENCY IN DISTRICT U-46**. The Superintendent shall maintain residency in the School District for the duration of this contract.

16. **AUTOMOBILE/TRAVEL EXPENSES**. The Board shall reimburse the Superintendent for other transportation costs on the same basis as for other administrative personnel and within the constraints established by the annual budget of the Board.

17. **MEMBERSHIP.** The Board shall pay the membership fees for the Superintendent's membership in local civic organizations acceptable to the Board and to the Illinois Association of School Administrators, the American Association of School Administrators, the Large Unit District Association, and the Large Countywide and Suburban District Consortium.

18. **LICENSURE.** The Superintendent shall furnish to the Board, before beginning employment under this contract, a valid and appropriate certificate to act as Superintendent of Schools. Such licensure shall be maintained at all times during the term of this contract.

19. **OTHER WORK.** The Superintendent shall confine professional and employment activities to the business of the School District except to the extent permitted in this paragraph or approved in advance by the Board. On an occasional, short-term basis reported in advance to the Board's President, the Superintendent shall be permitted to undertake writing and speaking engagements, teach a class or seminar and serve as a consultant to other school districts or educational agencies. The Superintendent may be compensated for such permitted activities without loss of pay under this contract provided the activities are predominantly accomplished on vacation, holiday or other non-working time. The foregoing permitted activities shall not interfere or conflict with the performance of the Superintendent's duties under this contract nor shall the provisions of this paragraph operate to prohibit the Superintendent from participating in professional development or other activities necessary to maintain licensure.

20. **PROFESSIONAL ACTIVITIES.** The Superintendent shall be expected to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints as approved by the Board, the cost of attendance shall be paid by the Board.

21. **DEFENSE OF CLAIMS.** The Superintendent shall be afforded the protections from claims and suits as described in Section 10-20.20 of the Illinois School Code, and the Board

will undertake to defend him in all such actions. The Board will provide errors and omissions insurance coverage insuring or indemnifying the Superintendent against damages arising out of the performance of his duties to the extent required by law and if the Board chooses to obtain such insurance for staff generally.

22. **TENURE**. By accepting this contract, the Superintendent waives any rights pursuant to Section 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time.

23. **TERMINATION FOR CAUSE DURING THE TERM OF THE CONTRACT**. In the event the Board intends to terminate this contract before its expiration for just cause, as defined in Section 10-22.4 of the Illinois School Code the Board shall give the Superintendent written notice of such intention, together with a statement of the reasons for termination. Within ten (10) days after receipt of such notice, the Superintendent may request in writing a hearing before the Board, which shall be in closed session and shall be scheduled within a reasonable time after the request for hearing is received by the Board.

At any hearing before the Board, the Superintendent shall have the right to be present and to be heard, to be represented by counsel and to present through witnesses any sworn testimony relevant to the issue and to cross examine any witnesses against him. A transcript of the record of the proceedings before the Board shall be made available without charge to the Superintendent from any action taken by the Board. If the Superintendent chooses to be accompanied by legal counsel at the hearing before the Board, he will assume the cost of his legal representation.

If no hearing is timely requested, the termination shall become effective on the date specified in the Board's notice. Pending any hearing requested by the Superintendent, the Board may suspend the Superintendent. At the conclusion of any hearing, the Board shall determine whether or not to terminate this contract and the Superintendent's employment by a four Board

member vote approving such action.

If the Board and the Superintendent enter into a severance agreement in resolution of a dispute under this provision, the salary and any benefits provided for in such agreement shall be limited to twenty (20) weeks from the date of termination in accordance with the Illinois Government Severance Pay Act (the "Act"). No such salary and benefits shall be provided by the Board if the termination is for misconduct as defined in the Act.

24. **NON-RENEWAL WITHOUT CAUSE AT THE END OF THE TERM OF THE CONTRACT.** In the event the Board decides not to renew this contract at the end of its term, notice of such intention and an opportunity for a closed session hearing shall be given in accordance with Section 10-21.4 of the Illinois School Code; provided, however, if the Superintendent notifies the Board in writing by no later than December 15 of the last year of this contract of the Board's obligations under Section 10-21.4, then the date in the last year of this contract by which the Board shall give the Superintendent notice of such intention shall be February 1. Otherwise, the Superintendent shall notify the Board of its obligations by March 1, and the Board shall give notice of intention not to renew this contract by April 1, of the last year of this contract. If the Superintendent timely gives notice of the Board's obligations and the Board then fails to give the Superintendent timely notice in accordance with this paragraph, this contract shall be automatically extended for one additional year as provided in Section 10-21.4.

25. **UNILATERAL TERMINATION BY BOARD OF EDUCATION.** The Board may, at its option and without the need to satisfy the requirements for evaluation of the Superintendent's performance, by a minimum of one hundred and eighty (180) days notice to the Superintendent, unilaterally terminate this contract during its term without cause. The Board may reassign the Superintendent after ninety (90) days during this time-period, without a reduction in

pay or benefits. In the event of such termination, the Board shall pay to the Superintendent the equivalent of a remedy for breach of contract which equates to (1) one year base annual salary, for one year from the date of termination or from the date of termination to the end of the contract term, whichever is less, and (2) the provision to the Superintendent and eligible dependents the same health insurance as provided herein, for one year from the date of termination or to the end of the contract term, whichever is less. The payments by the Board under this paragraph shall be the Superintendent's exclusive remedy for any claims of breach of this contract due to the Board's unilateral termination.

26. **UNILATERAL TERMINATION BY THE SUPERINTENDENT.** The Superintendent may, at the Superintendent's option, and by a minimum of ninety (90) days' notice to the Board, unilaterally terminate this contract. In the event of such termination within the first year of this contract, the Superintendent shall pay to the Board, as liquidated damages, TWENTY-FIVE THOUSAND AND NO/100 (\$25,000.00) DOLLARS, which relate to the costs borne by the Board of Education on behalf of Dr. Sanders to earn his Doctor of Education degree. In the event of such termination within the second year (2023-24 school term) of this contract, the Superintendent shall pay to the Board, as liquidated damages, \$12,500, which relate to the costs borne by the Board of Education for higher education costs. The payment of liquidated damages by the Superintendent under this paragraph shall be the Board's exclusive remedy for any claims of breach of this contract due to the Superintendent's unilateral termination.

27. **NOTICE.** Any notice or communication permitted or required under this contract shall be made in writing and shall become effective on the day of service thereof by personal service or by first class mail, registered or certified, return receipt, postage prepaid, sent to the parties at their respective addresses listed below, or at such other addresses as the parties may from

time to time advise in writing. Service by mail, as provided above, shall be deemed made upon deposit in the mail.

If to the Board:

President, Board of Education
School District U-46
355 East Chicago Street
Elgin, IL 60120

With a copy to:

President, Board of Education
School District U-46
[at his last known home address]

If to the Superintendent:

Superintendent
School District U-46
355 East Chicago Street
Elgin, IL 60120

With a copy to:

[at his last known home address]

28. **SEVERABILITY**. In the event any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall continue in full force and effect.

29. **COMPLETE CONTRACT**. This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Superintendent's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties, and shall become effective as of the date the last of the parties signs

this contract, as set forth below.

BOARD OF EDUCATION
SCHOOL DISTRICT U-46
Kane, Cook, DuPage Counties,
Illinois

SUPERINTENDENT

By: _____

By: _____

Attest: _____
Secretary

Dated: _____

Dated: _____

EXHIBIT A

PERFORMANCE INDICATORS

Weighted System for Evaluation

- 40% - Progress Toward 5 Year Goals
- 30% - EchoSpan 360 Evaluation (Board rating)
- 30% - Student Growth

EchosSpan – 30% (Board Rating Only) Conversion

0	Needs Development	0	Unsatisfactory
1	Building	1	Needs Improvement
2	Demonstrates Strength	2	Proficient
3	Exceptional	3	Exceeds Expectations
4	Role Model	3	Exceeds Expectations

Progress Toward Goals – 40%

0	Unsatisfactory
1	Needs Improvement
2	Proficient
3	Exceeds Expectations

Student Growth – 30%

0	Unsatisfactory
1	Needs Improvement
2	Proficient
3	Exceeds Expectations

Board Final Summative (Example)	
Echospan – Demonstrates Strength (Score of 2 x 30%)	0.6
Progress Toward Goals – Proficient (Score of 2*40%)	0.8
Student Growth – Proficient (Score of 2*30%)	0.6
Total Score	2.0 (Overall Proficient)

Determination of Salary Increase

	Final Summative Rating	Salary Increase
0 - 0.99	Unsatisfactory	0%
1 - 1.99	Needs Improvement	75% of average teacher salary increase (minimum of 2%, maximum of 5%)
2 – 2.69	Proficient	100% of average teacher salary increase (minimum of

		2%, maximum of 5%)
2.7-3	Exceeds Expectations	115% of average teacher salary increase (minimum of 2%, maximum of 5%)

EXHIBIT B

(See attached goals)

EXHIBIT B - SUPERINTENDENT EVALUATION GOALS

In the Summer of 2018, the Board undertook an exercise to envision a U-46 five years away. The intention of these CEO goals is to align our work to move towards the Board's vision as stated below:

- By 2024, our vision for U-46 includes the following elements:
- Successful implementation of school choice that has resulted in improved student outcomes and stronger levels of community engagement
 - Opportunities for all students to pursue their interests and passions through magnet and/or educational pathways programs
 - Dynamic core instruction with standards-aligned curriculum, instruction, and assessment
 - Addressing both academic and social-emotional needs
 - 1:1 technology access for all students to enhance Curriculum and Instruction in support of 21st century learning skills
 - Job-embedded professional development through instructional coaches in our schools
 - Students who love coming to school and staff who love coming to work.
 - Universities and businesses will compete for our graduates
 - U-46 will be an "employer of choice" with leadership development pathways for aspiring leaders in the organization.
 - Smaller class sizes – particularly in grades K-3
 - Our oldest elementary schools will be closed, rebuilt, or remodeled
 - True middle school model with grades 6-8. This will also potentially free up space in elementary schools for additional pre-K programming.
 - Able to consistently demonstrate a high return on taxpayer dollars invested in our District

PRIORITY AREA GOALS

Area of Work	Definition	2022-23	2023-24	2024-25	2025-26	2026-27
U-46 Rising	<p>A. The U-46 Rising work of moving toward student teaming, RigorWalks, and Rigor Diagnostics is a heavy lift and should be our focus given the investment the Board is making in this area. (See April 12, 2021 Board approved contract and proposal for details).</p> <p>B. Finalize equity plan aligned to Board policy and present to the Board.</p> <p>C. Keep Board informed of new curriculum being developed during the course of the 2021-22 school year through 2023-24 school year.</p>	<p>A. Present update on additional schools for Rigor Update.</p> <p>B. Report on results from year 1 of the 5 schools for Rigor and Equity.</p> <p>C. Update the Board on the Consortia Model (MS &HS pilots)</p> <p>D. Present update on the additional 4-5 Schools for Rigor and Equity.</p> <p>E. Update Board on Equity Plan.</p> <p>F. Present updated School Improvement Team reports to Board in Winter/Spring.</p>	<p>A. Annual update on continued rollout.</p> <p>B. Update Board on Equity Plan.</p> <p>C. Present updated School Improvement Team reports to Board in Winter/Spring.</p>	<p>A. Annual update on continued rollout.</p> <p>B. Update Board on Equity Plan.</p> <p>C. Present updated School Improvement Team reports to Board in Winter/Spring.</p>	<p>A. Annual update on continued rollout.</p> <p>B. Update Board on Equity Plan.</p> <p>C. Present updated School Improvement Team reports to Board in Winter/Spring.</p>	<p>A. Annual update on continued rollout.</p> <p>B. Update Board on Equity Plan.</p> <p>C. Present updated School Improvement Team reports to Board in Winter/Spring.</p>

School Safety	<p>Present plan to increase number of teachers and students feeling safe and school. Incorporated into the plan:</p> <p>A. Crisis Prevention Institute training and updates.</p> <p>B. Teacher and administrator handbook aligned to student code of conduct;</p> <p>C. Evidence of parent and staff involvement in student code of conduct prior to presentation to Board;</p>	<p>A. Present update to Board on our efforts around Crisis Prevention Institute training for staff including participation rates.</p> <p>B. Present student code of conduct to the Board, and present evidence of a Staff Handbook for the Student Code of Conduct.</p> <p>C. Update Board on training provided to School Resources Officers in alignment to SRO contracts.</p>	<p>A. Present update to Board on our efforts around Crisis Prevention Institute training for staff including participation rates.</p> <p>B. Present student code of conduct to the Board, and present evidence of a Staff Handbook for the Student Code of Conduct.</p> <p>C. Update Board on training provided to School Resources Officers in alignment to SRO contracts.</p>	<p>A. Present update to Board on our efforts around Crisis Prevention Institute training for staff including participation rates.</p> <p>B. Present student code of conduct to the Board, and present evidence of a Staff Handbook for the Student Code of Conduct.</p> <p>C. Update Board on training provided to School Resources Officers in alignment to SRO contracts.</p>	<p>A. Present update to Board on our efforts around Crisis Prevention Institute training for staff including participation rates.</p> <p>B. Present student code of conduct to the Board, and present evidence of a Staff Handbook for the Student Code of Conduct.</p> <p>C. Update Board on training provided to School Resources Officers in alignment to SRO contracts.</p>	<p>A. Present update to Board on our efforts around Crisis Prevention Institute training for staff including participation rates.</p> <p>B. Present student code of conduct to the Board, and present evidence of a Staff Handbook for the Student Code of Conduct.</p> <p>C. Update Board on training provided to School Resources Officers in alignment to SRO contracts.</p>
Facility Utilization and Board Vision	<p>Review feasibility of the Board vision and provide recommendations to the Board in appropriate areas including:</p> <p>a. Boundary changes/facility utilization;</p> <p>b. Closing and/or replacing oldest facilities;</p> <p>c. Additional school choice opportunities;</p> <p>d. Transitioning to middle school model of 6-8th grade;</p> <p>e. Other necessary steps to support Board's vision.</p>	Continued implementation of any Board-approved 5-year plan.	Continued implementation of any Board-approved 5-year plan.	TBD	TBD	TBD
ANNUAL PLANNING WORK GOALS STUDENT ACHIEVEMENT						
Educational Pathways	Present to Board staffing and facilities plan to effectively implement Pathways program. Provide Board annual updates on Pathways implementation.	Present an update on progress toward the 5-year plan.	Present an update on progress toward the 5-year plan.	Present an update on progress toward the 5-year plan.	Present an update on progress toward the 5-year plan.	Present an update on progress toward the 5-year plan.
Early Childhood	Develop a plan to expand early childhood opportunities in alignment with the Board's vision and the Facilities Study work.	Present an update on progress toward the 5-year plan.	Present an update on progress toward the 5-year plan.	Present an update on progress toward the 5-year plan.	Present an update on progress toward the 5-year plan.	Present an update on progress toward the 5-year plan.

EFFECTIVE AND ENGAGED STAFF						
Professional Development	Provide Board update on professional development opportunities offered to staff. Demonstrate evidence that feedback on professional development is solicited after sessions.	Update Board on professional development provided related to U-46 Rising.	Update Board on professional development provided related to U-46 Rising.	Update Board on professional development provided related to U-46 Rising.	Update Board on professional development provided related to U-46 Rising.	Update Board on professional development provided related to U-46 Rising.
FAMILY AND COMMUNITY ENGAGEMENT						
Family and Community Engagement Tools	Annually update the Board with metrics related to family and community engagement, including Let's Talk statistics, Blackboard Connect statistics, website views, and other key performance indicators.	Annual update	Annual update	Annual update	Annual update	Annual update
Dark Fiber	Develop and present to the Board a plan to move to Dark Fiber Wireless Access Network in order to provide greater access to U-46 internet by students and staff.	If approved, provide update to Board on transition to Dark Fiber.	If approved, provide update to Board on transition to Dark Fiber.	If approved, provide update to Board on transition to Dark Fiber.	If approved, provide update to Board on transition to Dark Fiber.	If approved, provide update to Board on transition to Dark Fiber.
EFFICIENCY, EXCELLENCE, AND ACCOUNTABILITY						
EBM Investment Plan	Recommend long-term investment priorities aligned to the Evidence Based Funding model.	Implementation with annual update	Implementation with annual update	Implementation with annual update	Implementation with annual update	Implementation with annual update