

TOP TEN

1. **PRINCIPAL EVALUATION SYSTEM**
2. **TEACHER EVALUATION SYSTEM**
3. **HIGH PERFORMANCE CULTURE**
4. **HEALTHY FUND BALANCE**
5. **STUDENT ACHIEVEMENT GAINS**
6. **START OF SCHOOL TEACHER VACANCIES**
7. **SCHOOL CHOICE**
8. **EARLY CHILDHOOD**
9. **ACE PLAN**
10. **HUB ONLINE NEWSROOM**

EXPANDED

1. Continued implementation of **a rigorous principal evaluation system** that uses both performance and student results to measure principal effectiveness.
2. Implemented the **Teacher Excellence Initiative** – arguably the most innovative pay-for-performance teacher evaluation system in the country. The system also included the implementation of the Distinguished Teacher Review process, which has fundamentally changed how highly effective teachers are identified and assessed.
3. Made significant progress in **developing a high-performance culture** by raising expectations.
4. Maintained the strongest financial position the district has ever been in, including a strong and **healthy fund balance**.
5. Improved **student achievement**. We placed an emphasis on having **more students earn career certifications**, and that number has gone from 489 to 1,683—nearly quadruple—in three short years. Our **high school graduation rates** went up each of the past three years to reach an all-time high. Our students scored **more passing grades on Advanced Placement exams** than ever this past year, also reaching an all-time high.
6. Opened the school year with the **lowest number of teacher vacancies** on record.
7. Kicked off an initiative to **expand the number of public school choice schools**, with the goal of having 35 by the year 2020. The new schools that we are opening have generated exciting interest among parents and students alike.
8. Increased the focus on and **investment in early childhood programs**. We have worked to expand the number of students who enroll in pre-Kindergarten because we know how important a child’s early childhood education is to their future. We have been working with the Future Facilities Task Force to **develop a comprehensive plan** to improve district facilities and further expand preK capacity, school choice options and career/technical opportunities for our students.
9. Developed a pilot program (**ACE plan**) to begin to equitably distribute effective teachers across the district.
10. Launched the district’s online newsroom (**the HUB**) to expand communications and provide information about the district and its initiatives.