

SUPERINTENDENT GOALS 2017-18

INTRODUCTION

These goals cover the 2017-18 school year. When developing goals, it is important to be able to accurately answer the questions below:

- Why is this mission critical? What is the need for the system?
- How does this help administration and teachers work more effectively and how does this impact the students? Are we willing to align this goal with financial/budgetary priorities?
- What is the timeline for each goal and who will be the person/team championing the effort?

EDUCATIONAL LEADERSHIP

INSTRUCTIONAL ROUNDS

Description: This is the process of looking at instruction through data collection. This is not necessarily an evaluative measure for teacher performance, rather, it requires having administrators enter classrooms and write down what is happening, then collaboratively looking at those reflections with the teacher. What is going well, and what are the problem areas?

Rationale: Continuing to improve faculty focus on instructional practices. In moving away from a (solely) teacher centered approach that was primarily driven by textbook content and completion of tasks, instruction rounds will usher in an approach to rigorous learning, which will be supplemented by relevant and ongoing professional development to enhance administrator training. Ultimately, teachers must be involved and own this process; therefore, it will take some time to demonstrate the integrity and impact of this initiative and get teachers comfortable with conversations around instruction, new terminology, etc.

Measurables

- Completion of instructional rounds in all three buildings, mapped out for September, November, January and March
- Develop a mechanism for reporting out to the Board after each phase is completed
- Follow up meetings using the 30/30 model

Champions: Superintendent, Director of Curriculum and Assessment, Principals

INITIATING AN ALIGNED (and articulated) K-12 CURRICULUM IN ALL SUBJECTS

Rationale: If we want to prepare students to be college and career ready, we must make sure all students are ready for the information age, while enhancing critical thought. We must develop a curriculum that uniquely meets the needs of all learners while progressively providing them with access to rigorous and customized programs of study.

Measurables

- Development and utilization of cornerstone assessments
- Beginning to develop a written curriculum
- The development of supports to allow all students to access the curriculum
- Analyzing a multi-tiered system of support for students through training staff/key leaders
- Example: Put in Wilson reading K-12, will now continue it this year.
 - Now looking at Diebels data and structures in place to continue delivering it.
- Assess and report out the impact of the implementation of the language program
- Assessing for creativity and critical thought throughout the curriculum
- Need a system of assessment. Not just how doing on tests, but what other data sets to do we need to measure here. CDTs that are both quantitative and qualitative.

Champions: Superintendent, Director of Curriculum and Assessment

OPERATIONS AND FINANCE

Rationale:The Board must have a renewed understanding of facilities management, and its role in that process, especially when undertaking a multi-year capital improvement plan. The Board will have to govern a plan to maintain the high school, a timeline for the elementaries, and what will happen next summer. This will require the development of an approach to comprehensively educate the Board on the state of the buildings through interactions with the architects and construction manager.

Measurables:

- Execute plan for architect to facilitate touring in October 2017
- Educate the full Board in January on financing around capital improvement issues to heighten the level of understanding and clarify the Board's role in the project.
- Developing a consistent process for continuously looking at the capital plan and aligning the budget toward it.

Champions: Superintendent, Business Manager

COMMUNITY ENGAGEMENT

Rationale:The District must develop a sustained connection with the families, business and residents of the district to enhance long-term support for the district. Strategically, it makes sense to communicate with people (in some ways) as if they are customers. The public should know your 'products.' Really focus on convincing people who are already here, with a real emphasis on the staff and families. Give people a chance to provide input.

Measurables:

- Develop and implement a process where the district consistently promotes its 'points of pride', including but not limited to a website presence, parent emails, social media postings, back-to-school nights, and other verbal/written communication channels.

- Continue to develop the 'coffees' in small, conversational groups to drive up participation and engagement.
- Utilize the results of the communications audit to develop measurable future outcomes. Administration and the Board may want to conduct a new survey.

Champions: Superintendent