

Superintendent Annual Plan & Goals

Instructional Leadership Goal

Goal #1: The superintendent will work with cabinet, principals, and teacher leaders from each school to implement our instructional framework, “The Five Dimensions of Teaching and Learning”.

Key Strategies	Benchmarks	Evidence	Timeline
<p>1. Develop and implement a monthly training plan beginning September 2013 through June, 2014 that results in a 80% or better satisfaction rate among cabinet members, principals, and teacher leaders represented on the Teaching and Learning Team.</p> <p>2. Staff will receive on-going support and professional development training regarding the “The Five Dimensions of Teaching and Learning”.</p>	<p>1. By August 2013, each teacher will receive an overview of the “Five Dimensions of Teaching and Learning”.</p> <p>2. At least monthly during PLC or staff meetings, early release days, or district directed CEA days, principals will provide ongoing training regarding the instructional framework.</p> <p>3. By June 2014, the superintendent and cabinet will plan, and implement a professional development conference that will focus on aspects of the instructional framework.</p> <p>4. The superintendent and cabinet will develop an advanced cohort to be experts in the Five Dimensions of Teaching and Learning that will lead to being facilitators of peer observation walks.</p> <p>5.</p>	<p>1. Survey results from professional development training from Teaching and Learning Team members.</p> <p>2. Teaching and Learning Team agenda.</p> <p>3. Teachers will incorporate relevant and meaningful instructional activities/tasks utilizing the instructional framework on a daily basis.</p> <p>4. Documentation regarding implementation of instructional framework will be shared during monthly meetings involving the superintendent and assistant superintendent.</p>	<p>All activities complete by June 2014.</p>

Goal #2: The superintendent will work with staff to increase the number of students meeting or exceeding the grade level standard in English Language Arts and Mathematics as measured by Scholastic Reading Inventory (SRI) and Scholastic Math Inventory (SMI).

Key Strategies	Benchmarks	Evidence	Timeline
<ol style="list-style-type: none"> By June 2014, the district will develop a quality assessment system and longitudinal data reporting and analysis process. 	<ol style="list-style-type: none"> The superintendent, cabinet, and other district level staff will have develop a “data dashboard” that will be used in the data reporting and analysis process. Principals and other instructional support staff will be trained in the use of the data dashboard tool. 	<ol style="list-style-type: none"> Schools will implement the data dashboard to monitor, assessment and record student progress toward the English Language Arts and Mathematics standards. Schools will implement a reading (Scholastic Reading Inventory) and math (Scholastic Math Inventory) assessment three times a year to analyze and monitor student progress. Schools will implement extended learning time/opportunities both during and after school for students not meeting specific academic standards. Principals will share student assessment data with the superintendent and assistant superintendent during monthly meetings. 	<p>All activities complete by June 2014.</p>

Goal #3: The superintendent will work with cabinet and appropriate district staff to increase the on-time graduation rate by least 5% from the previous school year.

Key Strategies	Benchmarks	Evidence	Timeline
<p>1. The high school as well as the other schools will develop and implement a consistent system for tracking students' progress toward graduation requirements using red, yellow, green indicators.</p>	<p>1. The district will development an on-time graduation committee to set and monitor goals.</p>	<p>1. The high school will continue to increase opportunities for credit retrieval.</p> <p>2. The district will design, develop, and implement an approved alternative learning environment (ALE) school.</p> <p>3. Each school will implement interventions through extended learning opportunities and provide data regarding student progress and growth.</p>	<p>All activities complete by June 2014.</p>

Management and Operations Goal

Goal #4: The superintendent will implement a financial stewardship plan that ensures the responsive and productive management of school district resources.

Key Strategies	Benchmarks	Evidence	Timeline
<p>1. The superintendent and cabinet will continue to refine and implement the budget development process.</p> <p>2. Develop a resource plan that aligns the allocation process to the district Strategic Plan.</p> <p>3. Continue to refine and execute operational efficiency.</p>	<p>1. At least 80% of representative staff surveyed indicate that the budgeting process aligns with the district Strategic Plan.</p> <p>2. A favorable district audit from the state auditor.</p>	<p>1. Promote a budget process that is proactive, collaborative, through effective communication.</p> <p>2. The district allocation plan is developed and aligned with the district Strategic Plan.</p>	<p>All activities complete by June 2014.</p>

Family and Community Engagement Goal

Goal #5: The superintendent will enhance the ongoing relationships with families, community organizations, community members, and businesses.

Key Strategies	Benchmarks	Evidence	Timeline
<p>1. The superintendent and key staff will establish strategic partnerships with community organizations, community members, and businesses that improve district effectiveness.</p>	<p>1. Develop a district-wide cultural diversity/competency team that will set goals by the end of the 2014-2015 school year.</p> <p>2. Develop community/business partnerships that are beneficial to the success of school improvement plans.</p>	<p>1. Continue with regular key communicators meetings.</p> <p>2. Plan and implement community forums.</p>	<p>1. Activities may be ongoing through the remainder of the 2014 school year and beyond.</p>