

# SUPERINTENDENT GOALS FOR AY2016-17 Final

		1. The Shaker Experience	2. Continuous Improvement	3. Policy	4. HR and Facilities	5. Communications	6. Finance	
G O A L S		Engage all students in an enriching educational experience that engages them to achieve educational milestones and meet high school graduation requirements within four years as fully developed young adults with an entrepreneurial spirit, prepared for success in postsecondary education and careers.	Support the District's Aspirations, Mission, Vision and Core Values through strategic planning, systems and data analysis, technology infrastructure and professional learning.	Develop and implement policies that align with the District's Aspirations, Mission, Vision and Core Values and support the Goals of the District's strategic plan.	Recruit and retain high-quality staff with diverse cultural experiences and backgrounds, and provide facilities conducive to high-quality teaching and learning.	Engage school community stakeholders as active partners.	Ensure efficient and effective use of financial resources while maintaining high-quality educational experiences for all students.	
	E X P E C T A T I O N S	A	Provide professional learning to embed technological approaches appropriately into daily instruction in all classrooms using best instructional practices, for 2017-18 audit of classroom implementation. 1.2.4	Implement Shaker's Writing Lab at the High School as resource for students to develop proficiency in expository writing skills.	Revise and update employee handbook for consistency with District policies and regulations, provide to all employees, create system for encouraging employees to review all updates.3.3.4	Establish a set of criteria to partner with colleges, universities and organizations to expand the employment pool of underrepresented candidates. 4.1	Communicate and build support for the Master Plan from all stakeholder groups. 5.4.	Develop outside partnerships to support District initiatives and pilot programs .6.3
		B	Expand instructional and educational opportunities at the Innovative Center for Personalized Learning to meet the varied needs of our students that incorporate real world experiences and applications into the curriculum. 1.2.6, 1.5.2	Involve faculty in continuous professional goal-setting and training. 2.4.5	Establish administrative regulations as appropriate to implement District policies. 3.1.2	Train all clerical staff and security monitors in "customer experience" for visitors to all buildings. 4.3	Increase the use of social media for sharing District news with and gaining feedback from stakeholders. Develop regular reporting of results. 5.1.5	Identify, select, and begin the implementation of a financial ERP system .6.4.6
		C	Attain expected program goals (Year 1) for the early learning program, Shaker's First Class (Pre K). 1.7	Use Peer Evaluation process as means of professional learning and retention of continuing contract teachers. 2.4	Implement system to revise and update Board Policies to maintain compliance with changes in laws and regulations. 3.3.3	Develop a long-term and ongoing plan to train all employees on cultural proficiency. 4.3	Create engaging print and web-based materials to market the District to potential stakeholders such as realtors, people shopping for homes within District, and families considering the transition from private schools. 5.2.6	
		D	Develop a district-wide protocol using the Response to Intervention (RTI) pyramid regarding academic, social, emotional and behavioral growth; Develop a plan and timeline to train all staff. 1.6.2	Investigate and identify an instructional improvement system (data warehouse) and student information system to provide efficiency for making informed instructional decisions for students. 2.2.6		Guide staff and BOE through finalizing a facility Master Plan with community participation. 4.5		
		E				Establish and implement a train-the-trainer model for faculty starting with new teachers. 4.3		
B O N U S		Demonstrate measurable removal of institutional barriers to student participation in co-curricular activities that enrich academic performance. Identify specific co-curricular activities and metrics to measure. 1.7, 1.9.2	Evaluate, enhance and increase programming and participation for Summer Enrichment Learning & Fun (SELF). 1.3.5		Establish and implement a plan to assess employee experiences for all hires within the past three years. 4.2.4	Establish system for receiving questions, comments and suggestions from stakeholders and for providing effective responses.	"Work with new Foundation director to establish outreach for non-taxpayer contributions toward District priorities; increase number of grant applications in targeted manner."	