

Superintendent's Goals

Progress Report

Mission, Vision, and Goals

- 1.3 Inform Board weekly of employee and student issues ✓P
- 1.7 Visit all facilities to monitor safety and productivity compliance ✓P

Planning and Assessment

- 2.3 Ensure Level Associates monitor school improvement plans for Strategic Plan alignment ✓
- 2.7 Review monthly academic progress of schools not achieving full accreditation
...and monitor impact of instructional coaches on improving target school teaching and learning ✓P

Instructional Leadership

- 3.2 Develop measurable core area improvement objectives for all schools ✓P
...and ensure hiring leads to at least 96% of students in classes taught by “highly qualified teachers” ✓
- 3.7 Identify needs and develop action plans based on reports from Advisory Councils

Organizational Leadership and Safety

- 4.1 Superintendent's Staff discuss and respond to Issues received from professional associations
- 4.3 Ensure teacher turnover rate of less than 12%

Communication and Community Relations

- 5.4 Achieve 85% satisfaction with Executive Administration in central office and school administrator survey

Professionalism

- 6.6 At least three PWCS staff groups present at state or national conferences ✓
- 6.8 The Superintendent participates in at least 85% of meetings of the Region IV superintendents ✓P

Divisionwide Student Academic Progress

- 7.3 Reassess and prioritize instructional supports provided to data-identified “neediest” schools
- 7.9 Ensure resources for all schools to students to support a 2017 on-time graduation rate of 91.8% or higher ✓
...and increase reading and math pass rates for students with disabilities by at least 5% from 2017-18

School Board 2017-18 Goals for Superintendent

Standard 2: Planning and Assessment

The superintendent strategically gathers, analyzes, and uses a variety of data to guide planning and decision making consistent with established guidelines, policies, and procedures that result in student academic progress.

Indicator 2.7

Plans, implements, supports, and assesses instructional programs that enhance teaching and student achievement such that the school division and all schools meet all required federal and state standards:

- During the 2017-18 school year, the superintendent will review monthly the academic progress of 100% of the schools that did not reach full accreditation based on 2016-17 test results (Strategic Plan measure 1.1.1); and
- ...will monitor the implementation and impact of the instructional coaches at targeted schools and will utilize a comprehensive program evaluation to result in concrete recommendations for improving teaching and learning at those schools (Strategic Plan measures 1.1.1, 4.2.4).

Current Status

- ✓ **Associate Superintendents monitor performance of every school that did not reach full accreditation**
 - ✓ Provide regular updates on progress at Superintendent's Staff meetings
 - ✓ Identify strengths and weaknesses
 - ✓ Provide assistance, as needed
- ✓ **Impact of instructional coaching evaluated based on student learning results, observations, teacher/principal feedback, and changes to teacher practice**
 - ✓ Implementation fidelity increasing in second year of program
 - ✓ Teachers feel supported by instructional coaches
 - ✓ Many teachers attribute some classroom successes to work done with coaches
 - ✓ Recommended continuing focus on building knowledge, skills, and teacher/team efficacy
 - ✓ Recommended enhancement of accountability and feedback loops
 - ✓ Recommended ongoing refinement of training and support continuum for coaches
- ✓ **Efforts ongoing toward Continuous Improvement**

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