

Superintendent Goals 2020-21:

- Develop and execute a plan that leads to financial stability.
 - 3 year plan that includes:
 - Revision of Fund Balance policy and setting of new targets
 - Working with Fringe Benefits Committee to identify areas where the district could save dollars on insurance
 - Ensuring staffing levels are adequate and responsible
 - Revision and monitoring of 10-year LTFM Plan to ensure facilities are maintained
 - Balanced budget **no later than** the fall of 2022-2023
- Improve Student Outcomes
 - Develop and execute a plan for the implementation of a robust Multi-Tiered System of Supports.
 - Develop and communicate common language and understanding around MTSS district-wide
 - Implement aspects of MTSS during the 2020-21 school year
 - Plan for academic, behavioral, and mental health Tier 1-3.
 - Create continuity and alignment with MTSS efforts already in place (special education, PBIS, etc)
 - Decrease variability in classroom practices and increase evidence of learning by developing, communicating, and implementing a teaching and learning model to drive improvement
 - Expand opportunities for students
 - Build a staffing structure that can adequately support high staff and student achievement
- Develop leadership capacity in staff, focusing on:
 - Principals
 - Leadership series with Joe Hill
 - Instructional leadership with Sue Akre
 - Administrative Committee meetings - me
 - Teachers
 - Cascading domains of Leadership
 - District Learning Leadership Committee ->Building Leadership Teams -> Professional Learning Teams
 - Cabinet
 - Cabinet meetings and supports
- Create a high performance culture that is exemplified by:
 - Trust
 - Equity
 - Service
 - Selflessness
 - Excellence

 - Use ideas from “The Culture Code”: Build safety, Share vulnerability, Establish purpose