

Proposed - Executive Director Goals 2020-21

Ellen Linzey

1. Student educational attainment (40%) (Given the testing uncertainty this year, test scores will not be used as a measure of success)
 - a. Demonstrate effective leadership as school moves between remote, hybrid, or in-person learning models through the remainder of academic year through use of surveys, direct report evaluation data
 - i. Document best practices and lessons learned throughout year
 - b. Demonstrate effective teaching and student learning by using the results of teacher, student, and family pulse surveys and Department Chair monitoring of student achievement through assessments
 - i. Measured by percentage of curriculum covered and tracked to be used as a tool for curriculum planning for the next school year
2. Organizational effectiveness (30%)
 - a. Demonstrate effective management of the Facilities Task Force with the primary goal of acquiring appropriate facilities for the school
 - b. Create sustainable management structure for long term sustainable success
 - c. Operate school within Board-approved budget
 - i. Demonstrate the ability to manage the budget thinking strategically and using financial data to predict potential impact on decisions and to have a two to three year budget projection by June 1, 2021.
 - ii. Successfully negotiates new Collective Bargaining Agreement by August 23, 2021
3. Equity and Diversity (20%)
 - a. Develop multi-year cultural diversity and equity plan for AMSA teachers, staff, board, students, and families in collaboration with a diversity consultant and the school's senior leadership team
 - i. To include:
 1. Creation of an AMSA Equity Vision Statement as a foundation for the work moving forward
 2. 3 - 4 teacher/staff professional development opportunities
 3. 1 Board of Trustees training
4. Executive Director professional development (10%)
 - a. Charter School ED Leadership Program - Massachusetts Charter Public School Association
 - i. Executive Director Group Coaching - monthly meeting
 - ii. Executive Director Consultancy Group - monthly meeting
 - iii. Executive Director Northeast & Central Regional Alliance - biweekly meeting