



District Policy 1630 Evaluation of the Superintendent: Annual District Objective

PURPOSE

- Review District Policy #1630 as it relates to the identification of annual objectives.
- Provide the themes of interest for potential annual objectives surfaced by the Board at the June 27th Study Session.
- Allow for additional Board discussion with an eye on building consensus around a manageable number of annual objectives for 2023-2024.



BACKGROUND



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- District Policy #1630 states, "The superintendent shall be evaluated on the basis of annual objectives and core district functions. The annual objectives will be identified by the board at or before the beginning of the annual evaluation cycle, prior to the start of the school year."
- Historically, the Board has worked through the process of identifying new annual objectives in the spring/summer.
- Annual objectives are approved by the Board before school starts as per policy.
- The annual objectives frame the Superintendent and District staff's scope of work for the year.



THEMES



STUDENT VOICE PROGRAM

- Engage Superintendent Student Action Council in developing a recommendation for the Board's consideration re:
 - Student Advisory Voting
 - Term Length



Business and Operational Services

- Long Term Facilities Management Plan and Process of Revision (2):
 - District Policy and Procedure including committee expectations and timeline for future revisions
 - Develop a timeline for revision process
- Develop benchmarks for operational aspects of the organizations (1):
 - Maintenance
 - Custodial
 - Grounds
 - Transportation
 - Nutrition Services
 - Employee Services
 - Fiscal Services
 - Technology

Increase Student Achievement in Reading and Math (10)

- School Improvement Planning (SIP) Process
 - How did schools get “on the list”?
 - How do they get “off the list”?
- Board Progress Monitoring Reports (2)
 - Define student achievement for PSD
 - Complete data dashboard
- Align SIP process and State of the School Reviews (SOS) to the data dashboard
- Identify next steps (using data dashboard) in alignment with SIP/SOS to determine program and practice changes
- Engage community around student achievement (3)

Continue Focus on the District Strategic Improvement Plan and Key Priorities

- Continue focus on ARC implementation
- Continue focus on Professional Learning Communities
- The Board would like to hear from the elementary schools this year especially around literacy



Diversity Equity Inclusion: Belonging Through a Culture of Dignity

- Continue focus on implementation of Belonging Through a Culture of Dignity by Floyd Cobb and John Krownapple (1)
 - Professional development for the Board
 - Continue building level focus
- Update the Board regarding implementation progression



Community Education

- Develop marketing campaigns for the operational aspects of the organization
- Increase transparency around how dollars are spent (1)



Board Governance and District Policy Focus

- District Policy 1630
Superintendent
Evaluation (2)
- District Policy 1133
Community Committee
Service
- Coordinated focus on
ensuring Board
members attend where
it would be good to have
representation (1)



2023 Bond

- Community engagement around Comprehensive High School #3 boundaries and naming (2)
- Small Innovative High School: Career and College Academy
 - Engage students to create buy in
 - Identify what will be the same and different
- Regular updates for the Board and community regarding construction projects (including budget)





DOT PRIORITIES



THEME	Number of Dots
Increase student achievement in reading and math including (10): Board Progress Monitoring Reports (2) Engaging community around student achievement (3)	15
Long Term Facilities Management Plan and Process for Revision	2
Board Governance and District Policy Focus: Superintendent Evaluation	2
Community engagement around school boundaries and school naming	2
Develop benchmarks for operational aspects of the organization	1
Continue focus on Belong Through a Culture of Dignity	1
Community Education: Increase transparency around how dollars are spent	1



SCOPE OF WORK IMPACTS



Student Voice Program							Board Governance and District Policy Focus: Superintendent Evaluation						
Business and Operational Services: LTMP Policy and Procedure							Board Governance and District Policy Focus: Community Committee Service						
Business and Operational Services: Benchmarks							2023 Bond: Boundaries						
Increase Student Achievement							2023 Bond: School Naming						
Continue Focus on DSIP and Key Priorities							2023 Bond: SIHS Planning						
DEI: Belonging							2023 Bond: Board and Community Communication						
Community Education and Engagement: Marketing Campaigns for Operations							Community Education and Engagement: Increase transparency around how dollars are spent						



DISCUSSION





NEXT STEPS



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- ~~June 27, 2023 Study Session~~
 - ~~Brainstorm~~
 - ~~Consensus Building~~
- ~~Before July 25th~~
 - ~~Superintendent works with staff to develop distill brainstorming in to themes~~
- July 25, 2023 Study Session present information for the Board's consideration.
- August 8th or 22nd
 - Superintendent will request board action on Annual Objectives.
- Annual objectives are approved by the Board before school starts as per policy.
- The annual objectives frame the Superintendent and District staff's scope of work and Board communications for the year.



You Belong - Tú Perteneces

