



Superintendent Tony Byrd, EdD
Goals for the 2023 - 24 School Year
August 17, 2023

Global Ends Statements

Ends One: Academic Success

Every student will achieve academic and personal success to belong, thrive, and foster civic engagement and social agility in an ever-changing global community.

Ends Two: Personal Success

Every student will be prepared, growth-oriented, curious, courageous, and globally aware.

Ends Three: Economic Success

Every student will demonstrate achievement predictive of post-secondary readiness and socioeconomic agility.

Superintendent Goals in Alignment with Global Ends

Goal 1:

Ensure effective implementation of year three of the strategic plan.

Strategies:

- a. Use the *Coherence Framework* from Fullan and Quinn as a structural guide.
- b. Update the board on strategic plan progress in alignment with the Policy Governance reporting structure and be inclusive of KPIs.
- c. Design board work study sessions that develop a deeper understanding of the work we are doing within the strategic plan.

Metrics and/or Artifacts:

- a. Board presentations on the strategic plan in alignment with Policy Governance
- b. Superintendent's reports to the board
- c. Friday emails to the board
- d. Documents from board work study sessions

Goal 2:

Build deeper and more strategic community connections with internal and external constituents of the community.

Strategies:

- a. Routine meetings with community leaders
- b. Attend DAC and Finance Committee meetings and ensure feedback loops
- c. Modify the student task force to guide the superintendent's work
- d. Launch a student alumni task force to guide the superintendent's work
- e. Systematically engage with teachers in classrooms, on committees and through ad-hoc opportunities

Metrics and/or Artifacts:

- a. Superintendent's reports to the board
 - b. Friday emails to the board
 - c. Strategic updates to the board in alignment Policy Governance.
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Goal 3:

Build systems and structures that will improve student achievement and growth.

Strategies:

- a. Present achievement data to the board
- b. Schools will implement their UIPs in alignment with the student needs in their school, the district strategic plan and with input from their SACs
- c. Ensure the development and implementation of professional learning strands for principals and teachers that will help improve student performance
- d. Collaboratively design (with internal and external partners) wrap-around model that will support student wellness and/or achievement
- e. Consistently review policies ensure equitable access to opportunities and achievement across the system

Metrics and/or Artifacts:

- a. Presentation of student data results to the board
- b. Friday emails to the board
- c. Reports to the board in alignment with Policy Governance
- d. Report on wrap-around care model - also in alignment with Policy Governance

Goal 4:

Begin implementing a multi-year plan for land use.

Strategies:

- a. Work with the Master Planning Committee to ensure a multi-year land use makes steady progress.
- b. Complete review of student needs in alignment with strategic plan to ensure new facilities align with goals.
- c. Begin implementation of a multi-year plan to ensure more housing for SSD staff
- d. Design both short-term and long-term housing options

Metrics and/or Artifacts:

- a. Notes from visits shared in 2-on-1s and at board meetings
- b. Board work study sessions on the topic
- c. Friday emails to the board
- d. Board reports in alignment with Policy Governance