



District Policy 1630 Evaluation of the Superintendent: Annual District Objectives

April 9, 2024



You Belong • Tú Perteneces





BACKGROUND



BACKGROUND

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.



2023-2024 Annual Objectives



Increase Student Achievement in Reading and Math

- ~~Board education about the School Improvement Planning (SIP) Process~~
- ~~Board Progress Monitoring Reports~~
 - ~~Finalize board progress monitoring reports~~
 - ~~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

Increase Student Achievement in Reading and Math

- Continue focus on Professional Learning Communities
 - ~~Round table presentation during a study session~~
 - ~~Elementary level is of particular interest to the Board~~
- Professional development for teachers



Increase Student Achievement in Reading and Math

- Strengthen and calibrate Tier 1 instruction K-12 to ensure all students learn in a supported, rigorous environment
 - Continue implementation of ARC
 - ~~Board report of the implementation process with a focus on feedback from teacher~~
 - Professional learning



Increase Student Achievement in Reading and Math

- Engage in a needs assessment of PSD's Multi-Systems of Support for Academics
 - Partnership with American Institute for Research (AIR)
 - Anticipating report and recommendations at the end of April



Increase Student Achievement in Reading and Math

- Systemic implementation of Dual Language
 - Road map
 - Professional development
- Systemic implementation of Professional Learning Communities
 - Road map
 - Professional development



Increase Student Achievement in Reading and Math

- Systemic implementation of AVID
 - Road map
 - Professional development
- Literature review
- Collaboration with Dr. Perez from Othello School District
 - School visitation scheduled at the end of April



Board Governance and District Policy Focus

- District Policy 1630 Superintendent Evaluation
 - WSSDA Conference
 - RFP
 - Board Governance Traininng
- Next steps to be determined



OTHER THEMES



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
 - Professional development for the Board
 - Continue building level focus
- Update the Board regarding implementation progress.
- A study session has been scheduled for November 14, 2023 to update the Board about implementation progress.
- Professional development for the Board will be schedule based on Floyd Cobb and John Krownapple's availability and the Board's meeting schedule.

STUDENT VOICE PROGRAM

- Engage Superintendent Student Action Council in developing a recommendation for the Board's consideration re:
 - Student Advisory Voting
 - Term Length
- Scheduled to occur during the 2023-2024 school year.
- Updates will be provided to the Board during the Superintendent Student Action Council presentations following each meeting.

2023 Bond

1. 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
 3. Regular updates for the Board and community regarding construction projects (including budget)
1. Planning for the boundary and naming process is well underway and will launch prior to school starting.
 2. The themes around student buy in and clarity around the program as it relates to the other high schools have been share with planning principals and action.
 3. Regular updates for the Board have been calendared for the 2023-2024 Study Session and Board meeting agenda.

Community Education

1. Develop marketing campaigns for the operational aspects of the organization.
 2. Increase transparency around how dollars are spent.
1. Marketing campaigns for the operational aspects of the organization will be tabled for future consideration.
 2. Some steps are underway around increasing transparency around how dollars are spent including:
 - Website redesign
 - Ambassadors Program
 - Quarterly Board reports about budget status
 - Inclusion of budget information in all school construction reports to the Board.

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
- This item will be tabled based on the scope of work required for staff focused on high school boundaries and launching the 2023 Bond construction projects.

Business and Operational Services

- Develop benchmarks for operational aspects of the organizations (1):
 - Maintenance
 - Custodial
 - Grounds
 - Transportation
 - Nutrition Services
 - Employee Services
 - Fiscal Services
 - Technology
- This item will be tabled based on the scope of work required for staff focused on high school boundaries and launching the 2023 Bond construction projects.



DISCUSSION AND DIRECTION





NEXT STEPS





You Belong - Tú Perteneces

