

Lincoln Academy Charter School

Principal Goals 2015-2016

Principal Leadership Responsibilities Associated with Managing Change. **Managing Change** involves understanding the implications of change efforts for stakeholders and adjusting leadership behaviors accordingly.

Monitor and Evaluate: I will monitor the effectiveness of the implementation of the new adaptive test, MAP (Measures of Academic Performance) and the impact on student learning.

Developing	Proficient	Accomplished	Distinguished	Comments
--Understands the impact of school practices on student learning and achievement. --Understands the impact that change may have on individuals in the school. . . .	...and Using the data --Monitors the needs and performance of individuals, groups, and the school as a whole.	...and --Routinely works collaboratively with teachers and staff to assess the impact of the program and interventions on student learning and achievement.	...and --Monitors the fidelity and consistency of the implementation of the adaptive test and the impact on student learning and achievement.	

Key Actions

1. At the Parent Academies in August, I will inform parents of the new testing system and the why and how behind the addition of more testing.
2. By September 1st, I will provide training for 2nd-8th grade teachers on implementation of the adaptive test.
3. In October, I will provide training for 2nd-8th grade teachers on interpreting the data and professional development on how to target students and improve student growth.
4. Teachers will share the baseline student data with parents at the October conferences.
5. I will share our preliminary results of this first testing session data, analysis and feedback with the board.
6. In December, and in the Spring, teachers will administer the test again and then analyze the data. In addition, they will conference with students about their individual progress. Information for parents will be sent home.
7. In January and June, I will once again report to the board about the results of the MAP tests on student achievement and growth as well as feedback from staff, students and parents.

Principal Responsibilities Associated with **Purposeful Community**. A Purposeful Community is one with the collective efficacy and capability to develop and use assets to accomplish goals that matter to all community members through agreed upon processes.

Culture: I will foster our Lincoln Academy beliefs and a sense of community and cooperation amongst our staff.
Relationships: I will also demonstrate an awareness of the personal aspects of teachers and staff.

Developing	Proficient	Accomplished	Distinguished	Comments
--Demonstrates an understanding of how unity of purpose, teamwork, and commitment to the work are interrelated and support the work of the school and impact student learning and achievement. --Knows teachers and staff on an appropriate personal level in order to keep informed about issues within their lives that may enhance or detract from their performance.	... and --Is the driving force behind a communitywide belief that teachers and staff can impact student learning and achievement. --Creates opportunities for teachers and staff to share personal and professional aspirations, prior experiences and successes, interests, and outside activities.	...and --Assures that unity of purpose, teamwork, and commitment to the work are at the core of all decisions, activities, and initiatives. --Identifies and uses the collection of skills, knowledge, and interests teachers and staff members bring to their jobs to provide opportunities for professional growth.	...and --Monitors, evaluates, and annually updates the school's purpose, shared vision, and the systems and procedures that support the schools purpose and vision. --Identifies and uses the collection of skills, knowledge, and interests teachers and staff members bring to their jobs to provide opportunities for professional growth.	

Key Actions

1. On August 11th, I will begin on-boarding of our new teachers. This process will continue by meeting with new teachers once a month throughout the school year.
2. By September 8th, I will develop a schedule, starting with new teachers, to meet with the teachers individually to get to know them and learn about their personal and professional aspirations.
3. By January 11th, I will report to the Board progress on my meetings with the staff and trends identified.
4. By the 2nd semester, I will develop professional development opportunities in which teachers can use their strengths to provide learning opportunities for others on our staff.

Principal Responsibilities Associated with **Purposeful Community**. A Purposeful Community is one with the collective efficacy and capability to develop and use assets to accomplish goals that matter to all community members through agreed upon processes

Visibility: Has quality contacts and interactions with teachers

Developing	Proficient	Accomplished	Distinguished	Comments
-- Develops a systematic and strategic plan for visibility that includes frequent visits to classrooms.	...and --Implements the strategic plan for visibility that includes frequent visits to classrooms.	...and -- Utilizes a purposeful and meaningful feedback process for teachers that reinforces school culture and improves student achievement	...and --Analyze the feedback from the teachers about the usefulness of the visits and make adjustments to the process if needed	

Key Actions

1. By September 1st, I will develop a schedule and method for logging at least six individual classroom observations per week with feedback between September 14th and May 6th.
2. By September 14th, I will develop a tool with my administrative team that will allow the team to conduct 10minute unannounced observations and will provide brief feedback.
3. By January 11th, I will share with the board at least 3 (anonymous) samples of feedback I've written and any trends observed.
4. In November and again in April, I will solicit anonymous feedback from teachers about their perceptions of the usefulness of the unannounced visits and feedback.