

## Superintendent Goals

### Student and Family Engagement

- **Family Engagement Events:** Organize a minimum of two - three district-wide family engagement events per year.
- **Communication Metrics:** Implement a district-wide communication tool
- **Survey Participation and Feedback:** annual community surveys, with a goal of increasing positive responses regarding the perceived climate and operations in the school environment.

### Safety and Belonging

- **Safety Drills and Training:** Conduct a minimum of four safety drills per school year, with 100% staff participation in post-drill debriefings and evaluations.
- **Bullying and Harassment Reporting:** Reduce incidents of bullying and harassment by 20% by implementing a new reporting and intervention system, with quarterly reports on progress.

### Academic Rigor

- **Professional Learning Teams:** Establish teams in every school with a goal of meeting regularly to analyze student data, set instructional goals, and report on progress, aiming for a 15% increase in student growth scores on local assessments.
- **Professional Development Participation:** Ensure 90% - 100% of teaching staff participate in at least two professional development sessions focused on best teaching practices and student data analysis, prevention of bullying, harassment and hazing and student wellbeing.
- Roll out new **Education Quality Standards** for full implementation by July 1, 2025.

### School Culture/Climate

- Develop and implement a School Culture survey two times per year, incorporating metrics such as student and staff morale, school pride, safety, and participation in school events. The goal is to increase the overall School Climate Index score by 10% by the end of the academic year.
- Establish DEI/Restorative Practice Teams in every school

### Supervision and Evaluation

- Conduct Administrator Evaluations annually, not just contract cycle

## **Policy Review**

- Update policies on a rotational basis so that our existing oldest required policies and any new required policies are current by the end of the year.