

Board Policy IB: Instructional Program Goals and Objectives

Status: DRAFT

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Henry's Organizational Accountability to Ensure a High Performing School District

The Board of Education is committed to an exceptional education for every student in every classroom in Henry County Schools. To this aim, the Board has adopted a portfolio of policies that include shared Core Beliefs and Commitments as part of unified school board governance, Policy BAB; Henry's Plan of Action to Ensuring a High Performing School District, Policy IAB; Advancing Opportunities, Access & Outcomes, and the district's strategic plan framework. Further, the Board of Education will align the Superintendent's evaluation instrument to the aforementioned policy and framework, thus ensuring that the district is focused on and making progress towards ensuring a high level of learning for every student in Henry County Schools, and maintaining a culture of continuous improvement that ensures high levels of performance in each district division, in every school, in every classroom and most importantly for every student.

In order to ensure that student learning is the focus of accountability, the goals set forth are attainable, and progress is made towards them, the Board will institute and maintain a districtwide accountability system. The Superintendent is charged with developing and implementing an accountability system consisting of four key components:

- A leader evaluation system aligned to the Board's Commitments and Goals for student learning.
- A system for reporting district and school performance, including the performance toward the priority student outcomes in the district's strategic plan,
- District-level systems and structures designed to implement the strategic plan to achieve the district's five-year goals, and
- Aligned support structures designed to build capacity in staff to implement the district's strategic actions.

I. Leader Evaluation System aligned to the Board's Commitments and Goals for student learning throughout the district.

The Board of Education has aligned the Superintendent's evaluation to ensure the district is focused on ensuring a high level of learning for every student and making progress toward the Board's commitments and goals. The Superintendent is charged with developing and implementing a cascading accountability system that holds district and school leaders, divisions, and schools accountable to pursuing and attaining the Board's commitments and goals through evaluation processes.

II. System for Publicly Reporting District and School Performance

The system for reporting performance for the district and every school shall be easy to understand, and transparent about the priority outcomes outlined in the district's strategic plan. The Superintendent will develop a visual data dashboard that consists of a limited number of indicators to track. Those limited indicators shall be aligned to the Priority Student Outcomes in the district's strategic plan. The data dashboard shall:

- Provide a concise but comprehensive summary of district and school performance, including progress toward meeting the district's priority student outcomes,
- Present data in a manner easily understood,
- Communicate the Board's priorities to the community, and
- Contain regularly updated information based on when data becomes available, no less than annually.

The district will work to improve and refine the metrics, measures, and indicators in the data dashboard on an ongoing basis, but such refinements should avoid changing frequently within the school year. Annual targets will be developed where appropriate and accompany the data dashboard. The Superintendent shall present revisions and/or additions to the reporting system before integrating and implementing the changes.

III. Strategic Action Aligned Systems and Processes

The district shall have a plan that ensures every student at every school has access to a high quality education. The district's development of its five-year strategic plan outlines the district's goals as well as strategic actions designed to meet those goals. The Superintendent shall develop a comprehensive approach for strategically and systematically implementing the district's five-year strategic plan that outlines the initiatives and outcomes for each of the five years of the plan. This plan will dictate the development and rollout of strategic action aligned systems and processes.

To ensure school implementation of the strategic plan, the Superintendent will develop a school improvement plan process that ensures school actions are aligned with the Board's commitments and goals by focusing school efforts on initiatives in the strategic plan. School improvement plans shall focus on setting and monitoring annual improvement goals that are aligned to the strategic plan and data reported in the school performance system.

IV. Aligned Support Structures for Schools

It is the responsibility of the district and school leaders to intervene early and diligently to ensure the performance of each school. The Superintendent is directed to establish a clear set of supports for schools in alignment with school performance and needs, ensuring schools receive the appropriate support to facilitate the continuous improvement process and ensure high levels of performance for every school.

The Superintendent shall establish guidelines that include clear and equitable criteria and interventions within the aligned support structure to prioritize and tier how district-level staff support schools. Annually, the Superintendent or his/her designee shall report to the Board the criteria, resources, and impact of these aligned support structures on the performance of schools.
