

District Long Term Strategic Goal-Focus on Literacy across the curriculum to improve reading/writing skills across content areas.

Superintendent SMART GOAL #1-Develop and document plans for instructional infrastructure (best practice instruction) and Collaborative Routines (PLC Operations) to improve student outcomes.

DISTRICT STRATEGIES, SIP	SUPT. STRATEGIES	EVALUATION CHARACTERISTICS	EVIDENCE	DATE PRESENTED	SUFFICIENT
Training/coaching for teachers on best practices related to student actions, differentiated instruction and higher depth of knowledge questioning.	Targeting student actions, literate conversations and student engagement in best practice instruction, including how to make thinking visible.	3A2: Systems Alignment, HQ and Reliability Instructional Program, Research Based and Differentiated Instruction 4B4: Process for alignment, monitoring and reporting improvement.	Professional Development Agendas, walk through summaries with recommendations		
Implement Building Turnaround Network teams to provide district data on literacy growth, K-12.	Improve targeted intervention through Collaborative Routines training of teacher leaders and administrators - implement Building Turnaround Network Teams	4B4, Monitor progress in goal completion	Admin. Meeting agendas PD Agendas PLC observation rubrics		
Ensure Students, staff and families know reading is a priority.	Market as a priority - cross content connection with science.	2A2, Connect with vision and mission	Evidence at all buildings - parent communication, newsletters, activities, etc.		
Ensure literacy coaches are utilized to coach all K-3 teachers.	Increase HQ Instructional student actions seen in walk throughs by 10% in K-3	3A1, System alignment of High Quality and reliable instructional program factors.	Coaching logs		
Complete science curriculum review with core team.	Improve district ELA and Science results by 10	3A1, 3A2 System alignment of High Quality and	Purchase orders ELA M-STEP results, 18-19		

Purchase cross content materials to support science with grade appropriate reading materials. Focus on training on best practices in reading/science.	percent for district average as a district based on M-STEP (or replacement assessment) based on 17-18 state assessment outcomes.	reliable instructional program factors.			
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Board Long Term Strategic Goal: Develop a tight and aligned curriculum, utilizing best practice instructional strategies that maximize student success.

Superintendent SMART GOAL #2-Implement a rotating curriculum review cycle that updates and reviews content areas annually. Focus on 2016-2017 on science, 2017-2018 math, 2018-2019 reading 2019-2020 social studies.

DISTRICT STRATEGIES, SIP	SUPT. STRATEGIES	EVALUATION CHARACTERISTICS	EVIDENCE	DATE PRESENTED	SUFFICIENT
Focus on tightened alignment between enacted curriculum and documented curriculum. Present updated science curriculum to board for approval.	Create a content team annually that analyzes standards and unpacks the current curriculum during the year - with a 3 day update session in the summer.	3A1: Systems Alignment, High Quality and Reliability Instructional Program, Guaranteed and Viable Curriculum	Grade level Next Generation Science Standards were handed out at the beginning of the yr. and reviewed. Current curriculum pulled from Atlas and distributed to content team for review and input. County team working on MS/HS alignment and exemplar review.		
Identify K-12 math alignment team to update curriculum	Establish K-12 core team for math updates.	3A1: Curriculum work	Minutes, evidence of work completion, recommendations.		
Purchase supporting curriculum material for science.	Ensure staff has materials they need for science instruction.	3A1, 2 Monitoring implementation of science curriculum	Focused on reading this year - documented data in Blueprint folder, while science is being revamped. Training 3/9/17 All building rep.		

Board Long Term Strategic Goal: Positively impact our district's climate, culture, safety and communication through improved relationships and support at all levels and to develop a plan to monitor the implementation and impact of each strategy as it related to this goal.

Superintendent SMART GOAL #2 Be visible and present in the community to improve relationships and trust, while working with building leadership to improve communication and safe practices.

DISTRICT STRATEGIES, SIP	SUPT. STRATEGIES	EVALUATION CHARACTERISTICS	EVIDENCE	DATE PRESENTED	SUFFICIENT
<p>Improve PLC implementation with coaching from ISD. Focus on facilitation skills for teachers and team self-monitoring, based on self assessments and walk through data.</p>	<p>Using Blueprint, focus on training around collaborative routines and measuring results.</p>	<p>4B1: Processes, School and District Improvement, Collaborative Inquiry 4B3: Processes, School and District Improvement, Data Systems</p>	<p>PLC survey notes. Minutes from PLC leadership meeting. Walk through monitoring data from principals.</p>		
<p>Year 2, Leader in Me for K-5, Prevention information from community partners (police, pines, etc.) for families.</p>	<p>Training across K-5 to empower students through adult and student learning of the 7 Habits of Highly Effective People.</p>	<p>2A2: Leadership, Vision for Learning and Achievement, Goals and Expectations</p>	<p>Leader in Me training schedule and minutes K-5. Agendas and/or communication to families.</p>		
<p>Improve communication with stakeholders for transitional grades and transfer in students.</p>	<p>Develop transition information for key transition points - K, 3rd and 6th grade incoming families. Share progress and gather input from stakeholders for continuous growth</p>	<p>2B2: Leadership, Culture, Language, Traditions, Celebrations, Stories 4A2: Leadership team relations 4A3: Internal and external stakeholder communication 4B4: Reporting progress</p>	<p>Evidence of developed communication packets for K, 3rd and 6th grades, as well as a welcome packet for incoming families. Board and steering committee minutes</p>		
<p>Improve safety in the district through training of all staff and improved safety equipment.</p>	<p>Add security cameras and bring in training related to intruders. Evaluate other options for safety, such as specialty door locks, cybersafety training for</p>	<p>3A 1, 2, 3: <u>School operations</u></p>	<p>Evidence of work completion.</p>		

	community stakeholders on interventions.				
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Board Long Term Strategic Goal: Improve facility through continued focus on sinking fund list, and “curb appeal” through smaller budget upgrades.

Superintendent SMART GOAL #2-Improve facilities, technology and transportation dept. through strategic planning of current funding sources. Advocate for local district needs at a state and federal level.

DISTRICT STRATEGIES, SIP	SUPT. STRATEGIES	EVALUATION CHARACTERISTICS	EVIDENCE	DATE PRESENTED	SUFFICIENT
Facility improvements	Focus on priority needs first - roof repairs, heating, etc. Continue to seek out solutions related to athletic facilities. Bring in community for input on next steps.	<u>3B 1, 2, 3, 4</u> Facility focus	Sinking fund expenditures, parking lot upgrades, planning notes for next steps		
Curb appeal improvements	Utilize the budget wish list to prioritize next steps: bathrooms, lockers, etc.	<u>3B 1, 2, 3, 4</u> Facility focus	Evidence of progress completion from list.		
Evaluate transportation needs.	Prioritize transportation needs - next steps.	<u>3B 1, 2, 3, 4</u> Facility focus	Board minutes.		

Establish timeline for superintendent evaluation

Establish expectation for reporting to board - recommendation, monthly updates