

# **SUPERINTENDENT PERFORMANCE GOALS**

## **2019-2020**

**PERFORMANCE GOAL #1:** The Superintendent will provide leadership for the District to better communicate with the general public those positive activities, programs, accomplishments, and district improvements to increase community awareness and understanding.

Indicators and measurements: To the extent the school, community and the Board of Education provide the resources necessary; the Superintendent will implement the following activities:

1. The Superintendent will cause to have published a semester District Newsletter with a target audience of all Stakeholders, Parents, Community Leaders, Tribal Leaders, etc.
2. The Superintendent will cause to have monthly public forums (District Advisory Committees) scheduled parent trainings/forums for the purpose of public engagement.
3. The Superintendent will participate as a visible part of the community as a representative of the District in such activities as the PTO meetings, Economic Growth Development, extra-curricular events, and any community organizations.
4. The Superintendent will cause to have greater use of the internet for community contact and school involvement, through surveys, district webpage and the use of the sky alert system; to include social media platforms

Quarterly, the Superintendent will provide the Board of Education a report of the activities and written materials outlined by each of the indicators.

**PERFORMANCE GOAL #2:** The Superintendent will work alongside the Facilities Director to evaluate the buildings in the District to assess needed repairs and maintenance. Subject to the Board's funding of repairs, action shall be taken to ensure the safety of students and staff and to ensure compliance with prioritized needs addressed in the districts most recent Masters Facilities Plan and Safety and Security Plan.

Indicators and measurements:

1. The Superintendent will meet with the building administrators, head of maintenance/grounds, and any other professionals as needed during the school year to review most recent physical hazard survey.
2. A list will be developed documenting items in priority order. The list will be prioritized based on student and staff safety concerns and the time and length of projects.
3. A focused effort will be made to educate the community and to involve law enforcement and first responders.

No later than the May Board meeting, the Superintendent will present a report to the board outlining those projects due to be completed the following summer or school year.

**PERFORMANCE GOAL #3:** The Superintendent will provide leadership designed to improve student performance, graduate rates, and attendance rates and promote academic improvement of the schools within the District.

Indicators and measurements:

1. The Superintendent shall evaluate long-range curriculum objectives in order to challenge the academic skills of all students in the District. This process shall require the Superintendent's interactions with the Assistant Superintendent, all building level administrators, and professional development committee to identify the special and unique demands of students at all grade levels.
2. The Superintendent shall direct the evaluation of all resource materials on a regular basis to ensure that all material is appropriate.
3. The superintendent will work in collaboration with NMPED on an accountability system reflecting both qualitative and quantitative data points.
4. The superintendent will work closely with all sites to ensure attendance teams are in place, evaluating data, best practices and incentives to improve attendance rates and decrease chronic absences. In addition, parents will be provided resources, tips and strategies to support their child's learning.
5. The Superintendent will work closely with the HR department on recruiting and retaining quality staff through mentor programs, competitive salaries, and programs. A focused effort on highlighting district accomplishments will be evident.

Quarterly, through the Assistant Superintendent, a report articulating student outcomes, evaluation of curricular strategies, adjustments needed to best serve students, and make recommendations for the Board's consideration.

**PERFORMANCE GOAL # 4:** The Superintendent will provide leadership training for the Administrative Team centered on Professional Learning Communities also known as Teaching, Learning and Collaborative Teams

Indicators and measurements: Administrators will set the following expectations for each TLC:

1. All teachers will be organized in some sort of collaborative team. In addition parents will be provided resources tips and strategies to support their child's learning.
2. Each team will clarify what each student is expected to learn – essential skills, knowledge, and dispositions – of each course/subject, unit by unit.
3. Each teacher will monitor each student's learning on a timely basis through the use of frequent, formative, common assessments.
4. Each team/teacher/administrator will create systems to ensure students receive additional time and support if they are not learning and if they are learning above expectations.
5. Each team will identify effective instructional strategies as a result of analyzing data.
6. Each team will decide on how to use technology to support education.

Quarterly, the Superintendent will provide the Board of Education a report of the activities outlined in the indicators.

