

I first would like to thank the Board of Education for their evaluation of my performance and the feedback you have provided. The following information provides the agreed upon areas of development that I will focus on based on the recommendations and results of this evaluation.

## **Areas of Growth**

Mission, Vision, and Goals  
Educational Leadership  
Budget Planning and Management

### **Mission Vision and Goals**

In this area of leadership I felt as though I need to improve in the daily implementation of the mission, vision and goals of the district. Part of the work that needs to be done for me to show growth in this area includes being more deliberate about what the mission vision and goals actually are.

What is the stated mission of Logan View Public Schools?

“It is the Mission of Logan View Public Schools to educate life long learners in a nurturing, challenging and disciplined environment.”

In order for this mission to be operationalized I must first define what nurturing, challenging and disciplined actually mean as it relates to an educational institution.

**Nurturing** in an educational environment means showing students they matter. Behaviors or actions that demonstrate this include being approachable, dependable, listening, and encouraging and to provide mentorship, to help guide students through difficult situations and unfamiliar systems.

**Challenging** in an educational setting means that we expect people’s best, we stretch people to go further, hold people accountable, and we learn from our mistakes.

**Disciplined** environment is an environment that first and foremost focuses on self-discipline. Knowing what the right thing to do is one thing, being self-disciplined enough to follow through is what fuels growth, achievement, and excellence. This means we take one another seriously and treat one another with respect. We advocate for what is best for our students, our school, our community.

In order for the mission to be realized I must incorporate these behaviors into the fabric of the daily operations of the district. This is done, as I stated in my opening remarks, 30 seconds at a time. Where I need to improve is in the application of the mission into every interaction. I have

been inconsistent at best and will work to improve the consistency in which these characteristics are implemented.

GOAL—Improve the consistency in which culture and climate are part of the conversation especially as it pertains to our mission statement. I will use the following questions on a routine basis in our conversations:

1. How do we encourage students at Logan View?
2. In what ways do we push one another to keep getting better?
3. What supports are in place to guide students through new and/or challenging situations?
4. How do we effectively set boundaries and consistently reinforce those expectations?

## **Educational Leadership**

In conjunction with the Mission, Vision and Goals category, Educational Leadership requires a consistent and focused approach. Educational Leadership focuses on the behavior and habits that lead to improved educational outcomes. These behaviors include but are not limited to attendance at school, improved test scores, increased participation in college and career course offerings, 2 and 4 year college going rate and many others. Educational Leadership requires all decisions are measured against a foundational set of questions: 1) Is it in the best interest of the students? 2.) Can it be done at a high level? 3.) Can it be sustained? For example, let's use an instructional framework as the topic. Answering these questions will frame the decision as based on the mission, vision and goals of the district and provide consistent educational leadership.

A second component of this to develop is what I am calling a “Profile of a Logan View Graduate”. This profile will prioritize the skills and attributes we want all students to graduate Logan View Public Schools with. Teachers, Board Members, Parents, and administrators will all have an opportunity to contribute to this profile. Then, in every classroom these will hang and serve as a reference and influence on how to conduct our business. Questions this will lead to are: 1) Is this lesson focused on developing one or more of these attributes? 2.) How can I incorporate one of the skills into this content?

## **Budget Planning and Management**

My first experience developing, proposing and implementing a budget was a learning experience. There was a significant project that influenced the proposed budget. Now having gone through the process once and completing a significant project with the current budget, I will look to be more strategic with the budget development. Actions that are currently being taken are to clean up some replacement cycles for uniforms, small vehicles and maintenance equipment. As I look 1, 3 and 5 years out I predict that the growth of Logan View's district will continue and that our approach to staffing must be measured and timely. Work is already being done with the facility committee to complete an audit of our secondary facility and to create a long term facility plan that can be appropriately budgeted for and executed. The reality of our

budget is that we hover around the 75% expenditure rate of the budget. Moving forward, and to keep our levy at a similar level, this percentage may have to move closer to the 80% mark. I will continue to pursue grants as a way to supplement the district's budget.