

**Superintendent Goals
July 2000 - June 2005**

A dynamic document which will be revisited and revised each June.

Student Performance

Improve student performance in mathematics (June 2003)

- Actions (representative actions which may be used to achieve the goal)
 - * Development of a Mathematics Pilot in grades 6, 7, and 8.
 - * Placing additional emphasis on computation and problem solving for all students in grades 5-8.
 - * Establishing a Mathematics Committee to study K-4 mathematics and determine which materials can most effectively help students to meet or exceed state standards and district targets.
 - * Establishing and implementing the appropriate staff development to facilitate the actions stated above.

- Measures
 - * ISAT
 - * CAT

Improve student performance in reading (June 2003)

- Actions (representative actions which may be used to achieve the goal)
 - * Increasing the emphasis of phonemic awareness in pre-K, kindergarten, and first grade classes.
 - * Increasing the emphasis of word analysis skills K-3.
 - * Giving additional support to students who do not meet standards through the use of Title I and Reading Improvement teachers.
 - * Increasing staff development to focus on reading comprehension, vocabulary, and the application of reading strategies.
 - * Using kindergarten teachers to assess their own students' reading skills three times per year to more closely link assessment to instruction.
 - * Increasing the use of complex literature and informational sources.

- Measures
 - * ISAT
 - * CAT

Improve student performance in writing (June 2003)

- Actions (representative actions which may be used to achieve the goal)
 - * Combining the teaching of reading and writing at the Middle School to provide increased opportunities to reinforce skills and understanding in both areas.
 - * Introducing a six trait writing rubric as a formative assessment tool and instruction strategy.
 - * Emphasizing writing as a process and the elimination of Power Writing as an instructional strategy.
- Measures
 - * ISAT
 - * CAT
 - * The use of portfolios of student writing to demonstrate growth over time.

Academic Improvement

Implement a systemic continual improvement structure within the district (June 2005)

- Actions (representative actions which may be used to achieve the goal)
 - * Implementing an inclusive strategic planning process
 - * Implementing the Baldrige or Lincoln structure in all areas of the district
- Measures
 - * To be developed during the planning process and in conjunction with the Baldrige/Lincoln program

Increase the rate of retention among certified staff members (August 2003)

- Actions (representative actions which may be used to achieve the goal)
 - * Implementing a comprehensive New Teacher Induction Program
 - * Implementing a Recognition Program for Service and Accomplishments
 - * Investigating opportunities for community involvement
 - * Increasing the number and quality of staff development opportunities
- Measures
 - * Number of staff members who stay in the district
 - * Analysis of exit surveys with those who leave

Establish local assessments to support and augment large scale standardized assessments which are currently used in the district. (June 2005)

- Actions (representative actions which may be used to achieve the goal)
 - * Developing district-wide assessments in science
 - * Developing district-wide assessments in social studies
- Measures
 - * The completion of the actions named

Other

Provide for the design, building, staffing, and boundaries for an Elementary School to be opened on the Hainesville site in August 2002.

- Actions (representative actions which may be used to achieve the goal)
 - * Securing the appropriate site
 - * Implementing a design process integrating our past success, educational vision, and best thinking of our staff.
 - * Implementing a building process which is effective, efficient, on time, and within the appropriate budget.
 - * Creating a process for staffing that incorporates the best interests of the district and the wishes of our current staff members.
 - * Facilitating a citizens committee for the purpose of submitting multiple boundary options for each elementary school within the district to the Board of Education
- Measures
 - * The completion of the actions named

Operate the district in the most efficient and effective way possible, while always preparing for the future. (June 2005)

- Actions (representative actions which may be used to achieve the goal)
 - * Instituting "just in time" spending, and "zero based" budgeting.
 - * Working with municipalities/developers to negotiate "fair" impact fees and land donations.
 - * Developing and implementing a long range Operations and Maintenance Plan for all district facilities
 - * Advising the Board of Education on our financial projections and referendum feasibility.
- Measures
 - * Operating the District within a balanced budget
 - * Effective and efficient operation while delaying an Educational Fund referendum for as long as possible.

Provide for feedback cycles which will regularly inform the Board of Education of our progress toward each goal mentioned above. (June 2001 and beyond)

- Actions (representative actions which may be used to achieve the goal)
 - * Implementing the Plan, Do, Study, Act cycle throughout D46
 - * Implementing a cycle of interactive reports at regularly scheduled Board of Education Meetings which focuses on actions and accomplishments relative to each goal
 - * Presenting a yearly status report for District #46 which focuses on the goals mentioned above and highlights how we know students are learning throughout the district.
- Measures
 - * The completion of the actions named