

**Vashon Island School District #402
Superintendent Performance Goals
2005 – 2006**

	Focus Area	Goal/Objective	Task Completion	Achievement Outcomes	Timeline
1	Student Achievement, Assessment and Curriculum Development	<p>A. Enhance Student Learning in Writing</p> <p>B. Enhance Student Learning in Math</p> <p>C. Evaluate and Enhance Academic Challenge Program</p> <p>D. Evaluate Statewide Testing Results</p>	<p>1. Publish PreK – 12 writing guide for staff, students and parents.</p> <p>2. Establish timetable for implementation of writing curriculum.</p> <p>3. Purchase materials to support.</p> <p>4. Ensure that all staff are informed of and instructing students in the Grade Level Expectations.</p> <p>1. Publish PreK-12 Math curriculum alignment.</p> <p>2. Ensure all staff are using adopted materials.</p> <p>3. Provide support to staff and Admin Team – conference opportunities, meeting times.</p> <p>1. Meet monthly with committee.</p> <p>2. Establish mission, goals, criteria for entry, program components for CES, McM, VHS</p> <p>3. Communicate to students and parents</p> <p>1. Annually review adjusted cohort data, strand data (grade level and individual) and score distributions.</p> <p>2. Support administrators and teachers in making instructional/curricular changes based on data analysis.</p> <p>3. Annually review and update curriculum guides to reflect changes.</p>	<p>1. District has made satisfactory progress toward school goals in the School Improvement Plan (SIP).</p> <p>2. Each school meets or makes satisfactory progress towards District standards on curriculum alignment process.</p> <p>3. The mission and vision of the District is clearly articulated as well as clear expectations of students and staff.</p> <p>4. Leads instructional staff in aligning curriculum, instruction and assessment with State and District learning goals.</p> <p>5. Establish and execute a monitoring plan for student intervention plans and accelerated learning plans (plans that meet individual student's needs).</p> <p>6. Accesses resources and people to assist instructional staff.</p> <p>7. Provides for the professional development needs of teachers and staff as identified in the SIP.</p> <p>8. Identifies, implements and monitors District wide strategies that challenge high achievers and accelerate learning for low achievers.</p> <p>9. Uses strategies that recognize, understand and appreciate diversity.</p> <p>10. Encourages staff to engage in learning.</p>	

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2	Facility Planning and Management	<p>A. Write Levy and Bond Resolutions</p> <p>B. Educate voters about Levy and Bond Resolutions for November, 2005 election.</p> <p>C. Refine Campus Master Plan.</p>	<p>1. Submit to King County by September 23, 2005</p> <p>1. Work with Mary Kay Rauma and Susan Stackhouse to develop Public Communication Plan and appropriate documents.</p> <p>1. Continue meeting with the Campus Master Plan Committee 2. Present to Board</p>	<p>1. Takes quick and appropriate action when student or staff safety is at stake.</p> <p>2. Provides for school, student and staff celebrations so high performance, customs and traditions can be honored.</p> <p>3. Fosters relationships with community organizations and partners for current and future planning</p>	

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3	Proactive Communication:	<p>A. Enhance communication with employees.</p> <p>B. Enhance communication with volunteers.</p> <p>C: Enhance communication with the Board.</p> <p>D. Enhance communication with students, parents and community members.</p> <p>E. Articulate and communicate District priorities.</p>	<p>1. Meet monthly with Union leadership representatives for labor management resolutions.</p> <p>2. Complete a week in review to VISD via email highlighting Board actions, district happenings and information to share.</p> <p>3. Continue to seek input from staff regarding my professional growth and VISD issues.</p> <p>4. Regularly recognize staff.</p> <p>5. Conduct Superintendent cabinet meetings quarterly.</p> <p>1. Enlist, support and provide clear directions to volunteers serving on district-wide and building level committees.</p> <p>1. Share information, including evaluative data with the Board in a timely, confidential manner.</p> <p>2. Continue to seek input from the Board regarding my professional growth and VISD issues.</p> <p>1. Continue to seek input from students, parents and community members regarding my professional growth and VISD issues.</p> <p>2. Regularly recognize students, parents and community members.</p> <p>3. Attend school and community events.</p> <p>1. Develop and publish a new Strategic Plan for 2006- 2009.</p>	<p>1. Develop “systems”, personally and within the District that causes the District to operate efficiently and equitably and distributes responsibilities to staff, matching strengths with duties, whenever possible.</p> <p>2. Solves problems effectively and mediates conflict when it occurs.</p> <p>3. Seek assistance from Administration Team in a collaborative manner.</p> <p>4. Seeks community support to form new partnerships as aligned with District mission, vision and Academic Achievement Plan.</p> <p>5. Foster relationships with other community organizations and partners.</p> <p>6. Involve staff in partnership activities.</p> <p>7. Promotes schools and District to attract enrollment.</p> <p>8. Maintains positive media relationships.</p> <p>9. Responds to parent concerns.</p>	

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4	Operations/Fiscal Responsibility	<p>A. Maintain an accountability system for all programs, departments and schools.</p> <p>B. Enhance communication regarding Board expectations.</p> <p>C. Finalize the 2005-2006 budgets.</p> <p>D. Meet contractual obligations for ratified contracts.</p> <p>D. Demonstrate leadership practices and principles at all times, including integrity, respect, effective communication and decisiveness.</p>	<p>1. Regular budget status report distributed to reconcile and track expenditures. 2. Freeze and review budgets at 90% encumbered</p> <p>1. Identify and define timelines to allow for attainment of Board goals.</p> <p>1. \$425,000 fund balance at end of fiscal year.</p> <p>1. Implement financial and non-financial contractual obligations for ratified contracts for 2005-2006, 2006-2007, and 2007-2008.</p> <p>1. Enhanced professional learning community.</p>	<p>1. Collaboratively facilitates the preparation, implementation and monitoring of the District's annual budget in alignment with the School Improvement Plan and Staffing Plan.</p> <p>2. Seeks additional resources for District and manages resources effectively.</p> <p>3. Allocates and expends funding to provide for the unique needs of children who are categorized as special education, bilingual, Title I, grant funding etc.</p>	