

## **Superintendent's Goals by Year**

### **First Year Goals**

Goal: Policies, Procedures, Operations

By June 2025, the superintendent will conduct research and collaborate with stakeholders to develop, assess, and improve policies and procedures to support safe, equitable, and efficient division operations.

Goal: Communication, Accountability, Trust, & Transparency

By June 2025, the superintendent will enhance internal and external communication and relationships emphasizing accountability, trust, and transparency.

### **Strategic Planning**

Goal: Year 1

By June 2025, given resources and sufficient public parameters for participation, the superintendent will lead the strategic planning process for the school division resulting in a five-year plan.

Goal: Year 2

By June 2025, the division strategic plan will be implemented with 90% of year one strategies completed within the designated timeframe.

### **Instruction**

Goal : Instructional Strategies for Learning Loss

By June 2025, the superintendent will create and implement a recovery plan to address learning loss resulting from the Coronavirus pandemic.

Goal: Instructional Innovation

By June 2025, the superintendent will research, explore, and implement at least 2 new evidence-based instructional strategies to serve all students during the school year.

Goal: Creating a Plan – Equity, Technology, CTE, Salaries

By June 2025, the superintendent will examine and investigate approaches to innovation, engagement, and learning and create a plan to address the needs of the division ensuring equity for all.

## **Professional Learning**

Goal: Professional Growth of Admin. & Prospective Admin. and Communication

By June 2025, the superintendent will create and implement a plan to enhance the professional growth of administrative and prospective administrative staff and enhance communication with students and staff.

Goal: Implementation of Administrative PD

By June 2025, the superintendent will create and implement a plan to promote professional growth of directors, school-based administrators, prospective administrators, and staff aimed at facilitating the use of evidence-based practices that promote instructional and organizational leadership, communication, equitable practices, professionalism, and student academic growth.

## **Academic Performance:**

Goal: Student Academic Growth:

The superintendent will facilitate growth in student gap group academic achievement by at least 4% for the 2019-2020 school year.

Goal: Instructional Support through Administrative Visitation

High-performing principals make frequent visits to classrooms observing instructional practices and providing feedback to teachers aimed at Tier I instructional improvement and enhanced student achievement. By June 2025, the superintendent will provide professional learning opportunities for school administrators along with expectations of increasing administrative walk-through visits by school by 50% as compared with walkthrough data from FY24.

Goal: Training and Implementation of the STAT Process

By June 2025, the superintendent will train administrators and schools will implement the Student Teacher Support Team (STST) plan for Response to Intervention. School STST teams will conduct STST meetings to address academic and conduct concerns of individual students resulting in an individual monitored plan for each student.

Goal: Implementing STAT to Address Student Conduct

By June 2025, the superintendent will support administrators, and schools with implementation of the Student Teacher Assistance Team (STAT) for matters of student conduct. School STAT teams will conduct STAT meetings to address academic and conduct concerns of individual students resulting in an individual monitored plan for each student. ACPS will establish a requirement for conduct-related STAT meetings following 3 office referrals for a student within a school year. The purpose of the meeting is to establish a plan for addressing students with repeated conduct concerns.