

Superintendent's Goals for 2018-2019

| Quality Curriculum | Employee Expertise | Accountability Systems | Community Connections | Financial Resiliency |
|---|---|---|--|---|
| <ul style="list-style-type: none"> ▪ Develop and communicate a <i>Framework for Effective Teaching</i>; and establish a division-wide plan for building teacher capacity to improve teaching and learning through professional development and access to resources. ▪ Conduct a division-wide <i>Instructional Resource Audit</i>, to determine the quality, variability and equity or teacher classroom resources. ▪ Schedule an audit of the K-12 curriculum by an external service provider by the end of the school year. | <ul style="list-style-type: none"> ▪ Support teacher retention by establishing a two-year, Novice Teacher Professional Teaching Program by Spring 2019. ▪ Improve employee communication and climate through the establishment of Teacher and Support Staff Advisory Committees which meet quarterly with division leadership to discuss employee, climate, academic or safety related concerns. ▪ Collaborate with local government to Identify, Communicate and Advocate for reasonable adjustments to employee compensation and benefits based on the regional market. | <ul style="list-style-type: none"> ▪ Establish metrics for assessing the effectiveness of the SPARK Program and Identify any necessary program adjustments by Spring 2019. ▪ Identify and Acquire the necessary assessment tools to enable NNPS to: Assess grade-level equivalence; Determine student growth or progress; and provide intervention support for students who require Tier 2 or Tier 3 academic assistance. ▪ Decrease the disproportionate percentage of removals from instruction for Black students and Students with a Disability by 5% for the 2018-2019 SY ▪ Utilize a tiered support model, with a K-12 collaborative school support team structure, to build capacity and increase the number of accredited schools to 30 schools (10%). | <ul style="list-style-type: none"> ▪ Host a State of Schools Address for the community. ▪ Establish at a minimum (2) new community or business partnerships that support expanding opportunities for workforce development. ▪ Establish at a minimum (1) new partnership with higher education or local business that provides access and opportunity to higher education or employment for low-income students. ▪ Complete an inventory of all community, business and educational partners for the division by December 2018 | <ul style="list-style-type: none"> ▪ Monitor and ensure completion or progress on all division capital projects to include SCOT and Huntington Middle School. ▪ Monitor and Communicate the status of revenue and expenditures related to the FY19 Budget to ensure proper fiscal accounting and reporting. ▪ Develop and Communicate effectively, division priorities and budgetary needs through the development of an Estimates of Needs and Proposed FY20 Operating Budget. ▪ Cultivate community and stakeholder support in the development and approval of the Fiscal Year 2020 Operating and Capital Budgets. ▪ Ensure reporting of school spending is in accordance with the new ESSA requirements. |