



*To Be the BEST in the Nation*

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Superintendent Goals 2015-16

Implement the District Learning Plan with successful implementation of District-wide Professional Learning Communities as the vehicle to increase student learning for all subgroups.

90% of 3<sup>rd</sup> grade students reading at benchmark by 2018 as measured by DIBELS.

We will use the Professional Learning Community Model as the vehicle to teach the English Language Arts standards through English Language Arts and Integrated Literacy Unit Maps to increase English Language Arts proficiency for all students.

We use district data and we create and use common formative assessments to measure student learning and inform instruction aligned to unit lesson plans.

Principals will understand their role as instructional leader to provide feedback regarding implementation of the Utah Core ELA and Content Literacy Standards and the English Language Arts Unit Maps

*Specific Tasks and Deadlines:*

By September 30, 2015 PCSD Principals and District Level Leaders will be trained in using a new evaluation tool to increase principal and district level leadership effectiveness. SMART Goals will be developed district-wide, school-wide, by content at secondary, and grade level at elementary. Due to 2014-15 being a baseline year, beginning of year data points in fall of 2015 will be used to set student, classroom, grade level, school level, and district level goals. Goals will be focused upon English Language Arts Standards. Mid-year reviews will include data review in association with achieving the site based literacy goals and review implementation of the ELA Curriculum Maps.

By October 30, 2015, a core team will be trained in common formative assessments.

By November 30, 2015, all staff will fully understand the PLC Model and continue implementation of collaboration using data to drive and modify instruction. Specific staff will receive training at the PLC Institute in November.

By December, 2015: All elementary teachers will be trained in highly effective Tier 1 Instructional Techniques. Principals will provide continual feedback to classroom teachers to improve Tier 1 instruction. K-3 teachers will finalize plan to attain reading endorsement.

By June 2016, data will be analyzed to show effectiveness of afterschool program. Modifications will continue to be made to increase and maximize student learning for 2016. In addition, all kindergarten teachers will be trained in new all day K model.

#### Personal Professional Goals

##### *Increase meeting efficiency*

- Receive Professional Development from Leaders to refine my skill to keep meetings focused with action steps for follow up
- Attend conference sessions directly related to management skills

##### *Continue work of Positive School Culture*

- Develop two year plan around teamwork, active listening, and effective decision making.
- At the end school year in 2017, the MindSet Survey will be re-administered to determine growth in the three lowest areas of the district data.