Shoreline Unified School District

DRAFT

Superintendent Goals
2019-2020

I.   Progress Toward District Goals

II.   Professional Qualities

III.   Relationship with Board

District Priority #1: All students will have access to a rigorous and relevant curriculum provided by highly qualified staff and will meet high academic standards in order to be college, university, and career ready as measured by State and District Standards.

- Investigate and pilot common academic formative assessments for all schools
- Publish assessment data related to student achievement
- Ensure there is a highly qualified teacher in every classroom

District Priority #2: All students will feel connected and engaged as a result of a safe, respectful, healthy, and supportive school culture.

- Design and share a Student Engagement Dashboard of data related to student well-being
- Develop and implement a plan to open Student Wellness Centers at each site, beginning at THS
- Design and implement "Excellence through Equity" at each site, incorporating restorative practices

District Priority #3: Through enhanced communication, all families will have the opportunity to learn about and participate in all student programs. The public will be kept informed regarding the goals, programs, achievements, and needs of the schools and district.

- Develop and implement a plan to update the SUSD website and maintain it with current and relevant information that is easily accessible
- Develop and implement a District Communication Plan designed to reach **all** parents and community members; all communications will be bilingual

District Priority #4: All district sites will be safe, clean, and functional in order to enhance the learning environment.

- Develop a long-term facility plan
- Develop a plan to renew the Parcel Tax

I.   PROGRESS TOWARD DISTRICT GOALS

District Priority #1: All students will have access to a rigorous and relevant curriculum provided by highly qualified staff and will meet high academic standards in order to be college, university, and career ready as measured by State and District Standards.

Long Range Goals	Success Indicators	Timeline	Progress	Status
1. Investigate and pilot common academic formative assessments for all schools				
	Conduct District-wide reading benchmark assessments for K-8 students	Fall 2019		
	Develop interventions for students not meeting ELA milestones	Fall 2019		
	Collect all reading benchmark assessment data in Aeries	Winter 2020		
	Identify/Develop Math benchmark assessment tools	Fall 2020		
	Conduct District-wide math benchmark assessments for all students	Spring 2021		

	Develop interventions for students not meeting Math milestones	Spring 2021		
	Conduct all math benchmark assessment data in Aeries	Spring 2021		
	Identify/Develop Writing Assessment tools	Winter 2020		
2. Publish assessment data related to student achievement				
	Publish student ELA achievement report to District website	Winter 2020		
	Publish student math achievement report to District website	Spring 2021		
3. Ensure there is a highly qualified teacher in every classroom				
	Convene the collaborative committee to investigate evaluation models and develop a pilot process and timeline	Fall 2019		

	Begin pilot of revised certificated evaluation model	Fall 2020		

District Priority #2: All students will feel connected and engaged as a result of a safe, respectful, healthy, and supportive school culture.

Long Range Goals	Success Indicators	Timeline	Progress	Status
1. Design and share a Student Engagement Dashboard of data related to student wellbeing				
	Identify indicators of student engagement	Spring 2020		
	Identify means of measuring and reporting indicators of student engagement	Fall 2020		
	Publish student engagement dashboard on District website	Fall 2020		
2. Develop and implement a plan to open Student Wellness Centers at each site, beginning at THS				
	Provide diversion options for alcohol/nicotine/drug offenses that align with	Ongoing		

	principles of equity and restorative practices			
	Partner with Coastal Health Alliance to provide mental health support at THS	Fall 2019		
	Develop a timeline for opening a student wellness center at THS	Fall 2019		
3. Design and implement Excellence Through Equity ("EtE") at each site, incorporating restorative practices				
	Identify shared objectives at each site	Fall 2019		
	Develop implementation plan, including targeted professional development	Winter 2020		
	Review and amend district and site policies and procedures to incorporate EtE goals	Spring 2020		
	Report to the Board on how EtE is being used to minimize suspensions and expulsions	Spring 2020		
	Publish a SUSD EtE Guide	Spring 2020		

District Priority #3: Through enhanced communication, all families will have the opportunity to learn about and participate in all student programs. The public will be kept informed regarding the goals, programs, achievements, and needs of the schools and district.

Long Range Goals	Success Indicators	Timeline	Progress	Status
1. Develop and implement a plan to update the SUSD website and maintain it with current and relevant information that is easily accessible				
	Design an updated district website	Winter 2020		
	Develop and implement a plan for keeping the district website up-to-date at the district and site levels	Winter 2020		
2. Develop and implement a District Communication Plan designed to reach all parents and community members; all communications will be bilingual				
	Design and release a free district App	Winter 2020		
	Identify appropriate social media tools and	Spring 2020		

	outlets for each site and the district		
	Develop and implement a plan for regular district and site level communication to all parents utilizing the district App, website, and social media	Spring 2020	

District Priority #4: All district sites will be safe, clean, and functional in order to enhance the learning environment.

Long Range Goals	Success Indicators	Timeline	Progress	Status
1. Develop a long-term facility plan				
	Oversee the General Obligations bond projects	Ongoing		
	Complete summer/fall 2019 projects	Fall 2019		
	Initiate spring/summer 2020 projects	Spring 2020		
	Investigate eligibility for state funding	Winter 2020		
2. Develop a plan to renew the Parcel Tax				
	Develop a time-line for placing a parcel tax renewal on the ballot in 2020	Fall 2019		
	Schedule community forums to discuss parcel tax renewal	Fall 2019		
	Draft parcel tax renewal language for ballot	Winter 2019		

I. PROFESSIONAL QUALITIES

Long Range Goals	Success Indicators	Progress
1. Balances leadership responsibilities for representing and promoting the district's needs outside of the district (at the county, state and federal levels) with leadership responsibilities within the district		
	Hold leadership positions on relevant boards and committees at the county, state and federal levels	
	Publish weekly "office hours" of availability in the district office for meetings with staff, families and community members	
	Creation and adoption of "School District Governance" calendar	
2. Responds to staff and community emails and phone calls promptly, and addresses questions and concerns in a timely manner		
	Responds to all emails and phone calls within 48 hours of receipt	
3. Has a positive approach to helping site principals realize		

their leadership potential in order to build a district culture of unity and harmony		
	Hold weekly meetings with each principal to develop and monitor goals	
	Hold twice monthly district leadership team meetings	
	Complete annual evaluations of each principal and direct reports that incorporate self-reflection and goal setting for the coming year	
2. Create a strategy for accomplishing the duties of Director of Special Education		
	Report to the Board on whether these duties can be absorbed by the Superintendent or whether a separate position should be created, what that position would involve and the cost.	

II.   RELATIONSHIP WITH THE BOARD

Long Range Goals	Success Indicators	Progress
Communicates openly with trust and integrity including providing all members of the board with equal access to information, and recognizing the importance of both responsive and anticipatory communications		
	Send weekly email summaries to the Board	
	Provide preparatory and background information for each Board meeting	
	Provide "heads up" alerts when necessary	
Understands that authority rests with the board as a whole, provides guidance to the Board to assist in decision-making, and provides leadership based on the direction of the board as a whole		
	Ensure that Board packets include all back up materials necessary for discussion and/or	

	consideration of each item on the agenda	
	Schedule regular meetings with groups of three Board members or less	