**GALLATIN COUNTY SCHOOLS PROFESSIONAL GROWTH PLAN FOR**

**FOR**

**Dr. Dorothy B. Perkins, Superintendent**

**2013-2014**

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| **Area for Growth** | **Present Stage of Development** | **Growth Objective/Goal(s) (Describe desired outcome)** | **Procedure/activities for Achieving Goals & Objectives** | **Target Date(s) for Completion** | **Check if Achieved Satisfactorily** |
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| **Standard 1: Leadership & District Culture** | **Implement** | **\*Implement the strategies to achieve the goals of our strategic plan.****A. Increase % of students who are college and career ready from 21% in 2010 to 61% in 2015****B. ALL students proficient of the state assessment –KPREP** | **1. Focus on college & career readiness****a. Increase percentage of student who reach benchmarks on the EXPLORE, PLAN, and ACT – support the efforts of our schools****2. High school will participate in “Close the Deal” – Lt. Gov. Jerry Abramson** | **June 30, 2014****October 16, 2013** |  |
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| **Standard 2: Policy and Governance** | **Implement** | **\*\*Review Board Policies and Procedures and implement with fidelity** | **1. Review new and existing board policies in all decision making**  | **June 30, 2014** |  |
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| **Standard 3: Communications & Community Relations** | **Implement** |  **\*\*\*Intentionally involve internal and external stakeholders to create/sustain a shared vision, collecting feedback, resolving conflicts, and using the vision to drive decisions that reflect the culture of the school district.****\*\*\*\*. Create a culture in which board, principals and other administrators, teacher, and other district staff understand the vision, holding each other mutually accountable for new and innovative ways of accomplishing tasks.** | **1. Reach out to our community through our chamber of commerce, fiscal court, and other organized and elected officials’ meetings, to share our mission, vision, beliefs, and goals.****1. Attend as many school and community events as physically possible to represent our school district.****2. Establish two-way communication with all stakeholders****3. Utilize technology to get our message out in a positive way****4. Log & document all parent phone calls** | **June 30, 2014** |  |
| **Standard 7: Human Resources Management** | **Implement** | **\*\*\*\*\*Insure every employee has a signed contract.** | **Develop and implement a checklist to insure every employee has a signed copy of their contract.** | **October 15, 2013** |  |
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| **Standard 8: Values & Ethics of Leadership** | **Refine** | **Educate all stakeholders in the protocols, procedures, and due process in dealing with employee disciplinary investigation situations and student discipline situations to improve perception of any unethical wrong-doing and to keep our district out of litigation.** | **1. Communicate for understand of policy and procedure to all employees and as much as possible to parents and community regarding investigation of complaints and concerns. Answer the question: “Why isn’t the superintendent the lead investigator or enforcer in solving this issue?”** | **Continuous & on-going. Review with employees at Opening Day, August 7, 2013.** |  |
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| **Professional Growth Plan Developed: July 22, 2013****\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_****Superintendent’s Signature Date****\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_****Board of Ed. Chairperson’s Signature Date** | **Midterm Progress Check: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_****Comments\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_****\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_****Superintendent’s Signature Date****\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_****Board of Ed. Chairperson’s Signature Date** |

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| **Annual Review: Achieved Revised Continue****Comments:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_****\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_****Superintendent’s Signature Date Board of Ed. Chairperson’s Signature Date** |
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