**GALLATIN COUNTY SCHOOLS PROFESSIONAL GROWTH PLAN FOR**

**FOR**

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

**2013-2014**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **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** |
|  |  |  |  |  |  |
| **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** |  |
|  |  |  |  |  |  |
| **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** |  |
|  |  |  |  |  |  |
| **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** |  |
|  |  |  |  |  |  |
| **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.** |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |

|  |  |
| --- | --- |
| **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** |

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