

Dr. Marty Pollio
Superintendent Effectiveness System
Action and Evidence Chart
Professional Growth Plan
2017-18

STANDARDS AND GOALS	ACTIONS THAT DEMONSTRATES STANDARD	EVIDENCE/ARTIFACTS
<p><i>Standard 1 – Strategic Leadership</i></p> <ul style="list-style-type: none"> ● <i>Creates relationship with Board</i> ● <i>Models culture and vision</i> ● <i>Creates processes to insure identity</i> ● <i>Facilitates strategic plan</i> ● <i>Determines financial priorities</i> ● <i>Facilitates implementation of policies</i> ● <i>Facilitates high academic goals.</i> <p><i>Goal - To create and sustain positive and collaborative relationships with members of the Jefferson County Board of Education</i></p> <p><i>Goal - Create and sustain collaborative and transparent finance review procedures and protocols with the Jefferson County Board of Education</i></p>	<p><i>The steps taken to demonstrate this standard include:</i></p> <ul style="list-style-type: none"> ● Meet with each Jefferson County Board of Education (BOE) Member to discuss goals and vision of the district ● Attend Kentucky School Board Association (KSBA) conferences with Board Members ● Collaboratively plan BOE meeting agendas with the Chair and Vice Chair prior to each BOE meeting ● Support the work of the Board Finance Committee as they work to match resources with district priorities and needs 	<ul style="list-style-type: none"> ● Superintendent calendar matrix showing appointments and meetings with Board of Education members ● Attended KSBA 2017 Summer Leadership Conference, Lexington, KY ● Jefferson County Board of Education agendas for all regular and special Board meetings ● Board Finance Committee agendas and minutes along with district-provided support materials

<p><i>Standard 2- Instructional Leadership</i></p> <ul style="list-style-type: none"> ● <i>Leads learning/teaching focus - high expectations</i> ● <i>Models professional learning</i> ● <i>Communicates high expectations</i> ● <i>Facilitates strategic planning</i> ● <i>Demonstrates learning/teaching focus</i> ● <i>Implements strategic planning</i> <p><i>Goal - Establish myself as the instructional leader of the district</i></p> <p><i>Goal - Build a strong instructional support team for the district through the strategic organization of personnel and resources to more intentionally operationalize Vision 2020</i></p>	<ul style="list-style-type: none"> ● Conduct monthly principal meetings in conjunction with the Chief Academic Officer and the Area Assistant Superintendents to review data and develop actionable plans for use in every school ● Lead the district with a clear focus on learning and teaching grounded in high expectations and goals ● Communicate high expectations for student achievement to staff and all stakeholders through constant messaging utilizing social media outlets and email to include the following: <ul style="list-style-type: none"> ○ <i>Fast Five</i>-News You Need to Start Your Week ○ <i>Weekly Wrap-Up</i> Video ○ Note to staff following every BOE meeting ○ <i>Friday Forward</i> aimed at Culture and Climate ○ <i>Great Stories to Share</i> ● Hire a Chief Academic Officer and reorganize personnel to better address the instructional needs of the district per <i>Vision 2020</i> 	<ul style="list-style-type: none"> ● Principal meeting agendas and sample action planning templates from meetings ● <i>Vision 2020</i> work tied to deeper learning initiatives; school visits per calendar and video clips ● Weekly Round-Ups; weekly internal emails to district personnel; interviews with media outlets ● CAO hired and examining organizational structures
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	<ul style="list-style-type: none"> • Monitor the effectiveness of instructional programs through the work of the Instructional Cabinet weekly meetings, including the Chief Academic Officer and the Area Assistant Superintendents. 	<ul style="list-style-type: none"> • Walk-throughs by cabinet and assistant superintendents; sent curriculum support team to Byck Elementary
<p><u>Standard 3 – Cultural Leadership-</u></p> <ul style="list-style-type: none"> • <i>Communicates ideas and beliefs</i> • <i>Builds community understanding</i> • <i>Creates unified school system</i> • <i>Builds trust and well-being</i> • <i>Celebrates district successes</i> • <i>Supports positive cultural traditions</i> • <i>Creates opportunities for staff/community involvement</i> • <i>Creates environment that values/promotes diversity</i> <p><i>Goal – Create and sustain positive district culture in the schools and community through:</i></p> <ul style="list-style-type: none"> • <i>Visibility in schools and community functions.</i> • <i>Frequent and targeted communication to staff and the community</i> 	<ul style="list-style-type: none"> • Attend community functions as a representative of JCPS • Attend as many student events as the schedule allows • Communicate frequently with staff and the community through a variety of channels to include: <ul style="list-style-type: none"> ○ <i>Fast Five-News You Need to Start Your Week</i> ○ <i>Weekly Wrap-Up Video</i> ○ <i>Note to staff following every BOE meeting</i> ○ <i>Friday Forward</i> aimed at Culture and Climate ○ <i>Great Stories to Share</i> • Explore opportunities to better meet the needs of our diverse student population <ul style="list-style-type: none"> ○ Select a principal and operationalize the W.E.B. DuBois Academy in JCPS for the 2018-2019 school year 	<ul style="list-style-type: none"> • Superintendent Calendar; news clippings • Weekly school visits; Football Friday Nights • Samples of communications • Shared results of short CSS survey from fall 2017 • Press announcement hiring Robert Gunn as Principal for DuBois Academy • Facilities meetings and Cabinet discussions via agenda of Newcomer Academy work

<p>Goal - Seek to address equity and access issues for all students in our diverse population</p>	<ul style="list-style-type: none"> ○ Address facilities usage efficiencies for the 2018-2019 school year 	
<p><u>Standard 4 – Human Resources Leadership</u></p> <ul style="list-style-type: none"> ● <i>Provides resources</i> ● <i>Creates/monitors processes for leadership – staffing</i> ● <i>Ensures processes for staff indoctrination</i> ● <i>Uses data to maintain positive work environment – data</i> ● <i>Provides for results orientated professional development</i> ● <i>Ensures staff evaluations in fair manner</i> <p>Goal - To make sure process are in place to recruit, hire, mentor and retain highly qualified personnel</p> <p>Goal - To provide a comprehensive, but manageable, evaluation system aligned with the requirements of the Kentucky Department of Education (KDE)</p> <p>Goal - To grow and mentor employees with aspirations of being an administrator in our district</p>	<ul style="list-style-type: none"> ● Review the process in place for recruitment, hiring and mentoring employees of JCPS ● Review the PGES evaluation system monthly through the work of the district personnel and JCTA ● Implement a program to develop a new generation of leaders for our most challenging schools 	<ul style="list-style-type: none"> ● Superintendent calendar for HR meetings and work sessions ● HR Handbook Revisions have begun ● Copy of PGES adjustments due to new ESSA and SB1 requirements ● Principal Preparation program for growing our own leaders for the most challenging schools

<p><u>Standard 5 – Managerial Leadership</u></p> <ul style="list-style-type: none"> • <i>Prepares/oversees budget</i> • <i>Plans for facility/technology needs</i> • <i>Continually assesses programs and resource allocation</i> • <i>Develops/enforces expectations – district and technology</i> • <i>Builds consensus/resolves conflicts</i> • <i>Assures effective communication</i> • <i>Ensures safety</i> • <i>Implements emergency plans</i> <p><i>Goal - To ensure systems are in place where the learning and safety of our students are top priority</i></p> <p><i>Goal - Review district safety and crisis plans</i></p> <p><i>Goal - Review TELL survey at the district level and develop a system to review TELL data for any schools experiencing challenges with culture/climate</i></p> <p><i>Goal - Ensure that all building principals are efficient in using the PGES framework for teaching as required</i></p> <p><i>Goal - Ensure all schools and all personnel are in full compliance with all laws, regulations, and policies governing</i></p>	<ul style="list-style-type: none"> • Review the district’s safety and crisis plan and, if needed, create a committee of stakeholders to look at any changes or updates that need to be made • Analyze TELL survey data with Cabinet and identify any schools in need of assistance for culture/climate issues • Weekly meeting with Cabinet and Instructional Cabinet and weekly one-on-one meetings with Cabinet Members to ensure all systems are functioning as intended • Monitor all information through area superintendents and district level reports to ensure accuracy of information and compliance with all laws, regulations, and policies 	<ul style="list-style-type: none"> • Provide updated safety and crisis plan to BOE • TELL Survey discussion as noted on meeting agendas • List of schools needing attention due to TELL Survey and copies of support materials provided to them • Cabinet meetings per Superintendent calendar and meeting agenda samples • Agenda of training session from EPSB for compliance with instructional assistants • Action Plans from KDE audit • Created Time Task calendar for principals to ensure common calendar of due dates

<p><i>our schools for the benefit and safety of our students</i></p>		
<p><u>Standard 6 – Collaborative Leadership</u></p> <ul style="list-style-type: none"> • <i>Develops collaborative partnerships with community</i> • <i>Engages all stakeholders in shared responsibility</i> • <i>Implements proactive partnerships with education community</i> • <i>Implements proactive partnerships for CCR</i> <p><i>Goal - To develop a strong collaborative partnership with our community</i></p> <p><i>Goal - To be visible in our school and community</i></p> <p><i>Goal - Implement programs that remove barriers thus allowing all students access to internships capitalizing on our Ford/NextGen partnership</i></p>	<ul style="list-style-type: none"> • Speaking engagements throughout the community as the schedule allows • Regular and focused external communication with stakeholders • Interviews with local media outlets • Partnerships with local community and business partners • Continue Joint Cabinet meetings with the Mayor of Louisville and his staff 	<ul style="list-style-type: none"> • All meetings and engagements captured on Superintendent calendar • Community member meeting agendas (sample)
<p><u>Standard 7 – Influential Leadership</u></p> <ul style="list-style-type: none"> • <i>Understands the Political system</i> • <i>Understands and communicates proposed legislation</i> • <i>Applies laws, policies and procedures with intelligence</i> • <i>Utilizes legal system</i> 	<ul style="list-style-type: none"> • Meet with and develop a working relationship with our local legislators • Regular and special working sessions with BOE to ensure all expectations 	<ul style="list-style-type: none"> • All meetings and engagements captured on Superintendent calendar

<ul style="list-style-type: none"> ● <i>Provides input on critical educational issues</i> <p><i>Goal - Political advocacy for the JCPS at the local and state level through funding, program support and partnerships</i></p> <p><i>Goal - To understand and communicate the impact on proposed legislation to all stakeholders in the community both internal and external to the district</i></p>	<p>and goals are in place for the academic success of all students</p>	<ul style="list-style-type: none"> ● Community member meeting agendas (sample) ● Board of Education meeting agendas
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