

**Strategic Agenda/Individual Growth Plan  
Action and Evidence Chart  
2020-2021**

Standards and Goals	Actions that Demonstrates Standard	Evidence/Artifacts
<p><b><i>Standard 1: Strategic Leadership</i></b></p> <p><i>The superintendent creates conditions that result in strategically re-imaging the district's vision, mission and goals to ensure that every student graduates from high school, is globally competitive in post-secondary education and/or the workforce, and is prepared for life in the 21st century. The superintendent creates a community of inquiry that challenges the community to continually repurpose itself by building on the district's core values and beliefs about the preferred future and then developing a vision.</i></p> <p><b><i>Goal- Standard 1-A: Creates a working relationship with the local board of education, clearly defining roles and mutual expectations, that results in a shared vision for the district which assists the schools in preparing students to enter the changing world of the 21st Century.</i></b></p>	<p><b><u>Operationalizing a shared vision for learning, the action steps taken to demonstrate this standard include:</u></b></p> <p><b>Connecting at the Administration Retreat to build on the district's core values and re-image the district's vision and mission.</b></p> <p><b>Training for Strategic Planning Training - KASA.</b></p>	<p><b><u>Building on Core Values</u></b></p>

<p><i>Establish lines of open communication, and discussion of our dreams for Henderson County Schools.</i></p> <ul style="list-style-type: none"> <li>• <i>Strategic Plan - what is our five year vision?</i></li> </ul>		
<p><b>Standard 2: Instructional Leadership</b>  <i>The superintendent supports and builds a system committed to shared values and beliefs focused on teaching and learning where performance gaps are systematically eliminated over time and every student graduates from high school college- and career-ready.</i></p> <p><b><u>Goal-</u> Standard 2-E: Demonstrates awareness of all aspects of instructional programs.</b></p> <p><b>Learning/Teaching Focus: High Expectations</b></p> <p><i>To continue students academic growth during the covid area.</i></p>	<p><b><u>Putting student learning at the center, the action steps taken to demonstrate this standard:</u></b></p> <p>Meeting with Central Office department leaders, and principals to align our vision and goals with our instructional processes.</p> <p>Monitoring the block schedule was created at HCHS to reduce risks during the covid era. Mastery Guides were developed.</p> <p>Together with our Directors of Learning and Teaching, Principals, and Instructional Coaches, we created a professional development plan that focuses on</p>	<p>Principal's Meetings</p> <p>HCHS Staff Guide for School Reopening.</p> <p>Instructional Plans For Re-Opening</p>

	teaching and learning in the 2020-2021 school year.	
<p><b>Standard 3: Cultural Leadership</b>  <i>The superintendent understands and acts on the important role a system's culture has in the exemplary performance of all schools. He/she works to understand the people in the district and community as well as their history and traditions as they move forward to support and achieve district goals. The superintendent must be able to improve the district culture, if needed, to align the work of adults with the district's goals of improving student learning and infusing the work with passion, meaning and purpose.</i></p> <p><b><u>Goal- Standard 3-A: Communicates strong ideals and beliefs about teaching and learning with all stakeholders and operates from those beliefs</u></b>  <i>Stakeholder/Community Involvement</i></p> <p><b><u>Goal- Standard 3-D. Builds trust and promotes a sense of well-being between all stakeholders</u></b>  <i>Stakeholder/Community Involvement</i></p>	<p><b><u>Understanding and influencing the district's environment. Action taken to demonstrate this standard:</u></b>  Attending community functions and student events.</p> <p>Visibility in schools and community functions</p> <p>I communicate strong ideals and beliefs about teaching and learning with all stakeholders and operating from those beliefs we work together to forward the vision, mission and core values of Henderson County Schools.</p> <p>In order to align the work of adults with the district's goals of improving student</p>	<p><a href="#">Communicating Our Culture</a></p> <p><a href="#">Core Values Video</a></p>

	<p>learning and infusing the work with passion, meaning and purpose, during our administrative retreat, our principals, instructional coaches and department leaders went throughout our community to find examples of our core values in action.</p>	
<p><b><i>Standard 4: Human Resource Leadership</i></b>  <i>The superintendent ensures the district is a professional learning community with process and systems in place that result in recruitment, induction, support, evaluation, development and retention of a high-performing, diverse staff. The superintendent uses distributed leadership to support learning and teaching, plans professional development, and engages in district leadership succession planning.</i></p>	<p><b><u>Managing systems and operations for staff. Action taken to demonstrate this standard:</u></b></p> <p>During the Covid 19 pandemic, in order to support our staff, along with our board attorney, human resource director and local board of education, we created a Henderson County Emergency Leave Resolution.</p>	<p><u>Henderson County Emergency Leave Resolution.</u></p>
<p><b><i>Standard 5: Managerial Leadership</i></b>  <i>The superintendent ensures that the district has processes and systems in place for budgeting, staffing, problem solving, communicating expectations, and</i></p>	<p><b><u>Managing District operations effectively and efficiently. Action taken to demonstrate this standard:</u></b></p>	<p>Weekly Newsletter</p>

<p><i>scheduling that organize the work of the district and give priority to student learning and safety. The superintendent must solicit resources (both operating and capital), monitor their use, and assure the inclusion of all stakeholders in decision about resources so as to meet the 21st century needs of the district.</i></p>	<p>Using a self-assessment to determine strength and growth areas.</p>	
<p><b>Standard 6: Collaborative Leadership</b>  <i>The superintendent, in concert with the local board of education, designs structures and processes that result in broad community engagement with support for and ownership of the district vision. Acknowledging that strong schools build strong communities, the superintendent proactively creates, with school and district staff, opportunities for parents, community members, government leaders, and business representatives to participate with their investments of resources, assistance, and goodwill.</i></p>	<p><u>Collaborating with and responding to diverse communities. Action taken to demonstrate this standard:</u></p> <p>During the Covid-19 pandemic, many questions arose concerning back to school procedures for students and staff. Therefore, we created a Covid Communications Committee composed of certified and classified employees (teachers, nurses, FRC directors, maintenance, transportation, central office personnel and admin). This committee met weekly and developed the reopening procedures video in the Actions section.</p> <p>The Henderson County Foundation For Educational Excellence requested to partner with HCS in order to provide internet availability to students without internet service. Through several meetings this Foundation invested a</p>	<p>Covid Communications Committee</p> <p><u>Re-Opening Procedures</u></p> <p>Meeting notes from Henderson County Foundation for Educational Excellence</p>

	<p>substantial amount of resources into the educational opportunities for the students of HCS.</p> <p>Prior to the beginning of school all district family resource directors and community partner business member the Salvation Army met to discuss the offerings that the two entities could collaborate on and offer to students.</p>	<p>FRYSC Meeting 7.22.2020 with guest from Salvation Army.</p>
<p><b><i>Standard 7: Influential Leadership</i></b>  <i>The superintendent promotes the success of learning and teaching by understanding, responding to, and influencing the larger political, social, economic, legal, ethical, and cultural context. From this knowledge, the superintendent works with the board of education to define mutual expectations, policies, and goals to ensure the academic success for all students.</i></p>	<p><b><u>Working effectively with the Board of Education and the larger political structure. Action taken to demonstrate this standard include:</u></b></p> <p>The Henderson County Foundation For Educational Excellence requested to partner with HCS in order to provide internet availability to students without internet service. Through several meetings this Foundation invested a substantial amount of resources to ensure the academic success for all students of HCS.</p>	<p>Meeting notes from Henderson County Foundation for Educational Excellence</p>

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