



Bullitt County Public Schools

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MEMO

To: Board of Education Members

From: Jesse Bacon

Date: October 26, 2020

Re: Superintendent's Professional Growth Plan for 2020-2021

The Board approved the Superintendent's Evaluation Process at the September 10, 2019 Board meeting. I have completed the Formative Assessment Document which considered my own preliminary opinion on the 44 indicators that make up the 7 superintendent standards. Based on my self-evaluation, the Board's feedback on the survey, and the Summative Evaluation last year, submitted are two goals as part of the SPGES leadership plan - also known as a growth plan.

- **Cultivate an inclusive, caring, and supportive school community that promotes the academic success and well-being of each student:** As the circumstances surrounding the virus have caused us to be flexible in our approach to service students, I want to ensure that there are multiple avenues for stakeholders to give input and feedback on our approach. Some strategies that I plan to implement are (a) continuing to be visible in schools, (b) develop Superintendent Advisory Groups (faculty, staff, student, and parent) to meet quarterly throughout the year to garner feedback, and (3) further utilize Thought Exchange to build consensus and bring out common ideas.
- **Focus on strategic allocation of resources:** Though the district allocates resources effectively, we must become even more strategic as we face an increase in expenses due to COVID 19 and a certain Budget Reduction. As we continue to work through our Key Process Teams, the district budget must be driven by data collected on the needs, goals, and aspirations of our students.

We will review progress on these items in executive session at the November and March regularly scheduled board meetings and through the weekly update. In June the Board will complete the SPGES Summative Evaluation for public release.