**Professional Growth Plan for Mark Thomas, 2021-2022**

Focus areas for 2021-2022 are:

Standard 1 (Strategic Leadership) and Standard 2 (Instructional Leadership)

Standard 4 (Human Resource Leadership)

Standard 5 (Managerial Leadership)

**Standard 1 – Strategic Leadership**

Superintendents create conditions that result in strategically reimaging the district’s vision, mission and goals to ensure that every student graduates from high school; is globally competitive in post-secondary education and the workforce, and is prepared for life in the 21st Century.

**Standard 2 – Instructional Leadership**

The core business of school superintendents must always be teaching and learning in a system committed to shared values & beliefs, and challenging equitable education programs and learning experiences for students. Effective superintendents facilitate the stewardship of learning by creating professional learning communities focused on highly engaging, relevant instruction and improved student learning.

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| **Standard and Goal** | **Actions that Demonstrate the Standard** | **Evidence/Artifacts** | **Dates Initiated/Completed** |
| Standard 1 (Strategic Leadership) and Standard 2 (Instructional Leadership):  -Develop the District’s Profile of a Todd County Graduate to include:   * Descriptors * Characteristics * Checkpoints * Mastery Levels   -Develop the District’s Blueprint for Success (Instruction) to include:   * Professional Development * Mastery Teaching * Instructional Format   -Increase the successful transitioning rates of graduating seniors from TCCHS | -Develop descriptors, characteristics, checkpoints, and mastery levels to monitor students’ progression to successfully meet the Profile of a Todd County Graduate  -Develop the district’s Blueprint for Success to include PD activities, mastery teaching support, and instructional format to follow  -Develop more opportunities for students to participate in Career and Technical Education (CTE) courses along with guidance for the students | -Agendas and minutes  -List of descriptors  -List of characteristics  -List of checkpoints  -List of mastery levels  -Agendas and minutes  -List of PD activities  -List of support activities toward mastery teaching  -Instructional format for the district  -Course listings and student enrollment numbers  -Successful Transition data received from KDE  -Database generated by the district’s College and Career Coach |  |

**Professional Growth Plan for Mark Thomas, 2021-2022**

Focus areas for 2021-2022 are:

Standard 1 (Strategic Leadership) and Standard 2 (Instructional Leadership)

Standard 4 (Human Resource Leadership)

Standard 5 (Managerial Leadership)

**Standard 4 – Human Resource Leadership**

Superintendents ensure 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. Superintendents use distributed leadership to support learning and teaching, plan professional development and engage in district leadership succession planning.

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| **Standard and Goal** | **Actions that Demonstrate the Standard** | **Evidence/Artifacts** | **Dates Initiated/Completed** |
| Standard 4 (Human Resource Leadership):  -Continue to focus on and improve coaching, guiding, and mentoring administrators in the district.  -Focus on the retention of high-performing, diverse staff and staff evaluations should influence decision-making. | -Provide administrators with coaching, guidance, and mentoring support  -Provide staff with the opportunity for the district’s “Grow Your Own” Program  -Provide new staff with formal support opportunities  -Actively recruit diverse staff  -Utilize the evaluation process to influence decision-making | -Documentation of the ongoing coaching, guidance, and mentoring support for administrators  -Documentation and data from the district’s “Grow Your Own” Program  -Documentation from the supporting “new” staff activities  -Documentation of actively recruiting diverse staff  -Documentation of utilizing the evaluation process to influence decision-making |  |

**Professional Growth Plan for Mark Thomas, 2021-2022**

Focus areas for 2021-2022 are:

Standard 1 (Strategic Leadership) and Standard 2 (Instructional Leadership)

Standard 4 (Human Resource Leadership)

Standard 5 (Managerial Leadership)

**Standard 5 – Managerial Leadership**

The superintendent ensures that the district has processes and systems in place for budgeting, staffing, problem solving, communicating expectations, and 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.

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| **Standard and Goal** | **Actions that Demonstrate the Standard** | **Evidence/Artifacts** | **Dates Initiated/Completed** |
| Standard 5 (Managerial Leadership):  -Finalize Renovations and Safety Upgrade Projects  -Develop Standards of Practice (SOPs) for each department in order to provide structure and accountability – i.e. transportation, food service, custodians | -Continue to monitor the progress toward completion of all renovation projects (to include renovation punch lists for each project)  -Create SOPs for each department | -BG5s for each project  -SOPs |  |