FLOYD COUNTY BOARD OF EDUCATION
Anna Whitaker Shepherd, Superintendent
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Linda C. Gearheart, Board Chair - District 1
William Newsome, Jr., Vice-Chair - District 3
Dr. Chandra Varia, Member- District 2
Keith Smallwood, Member - District 4
Steve Slone, Member - District 5

Consent Agenda Item (Action Item): Approve the professional growth plan of the superintendent.

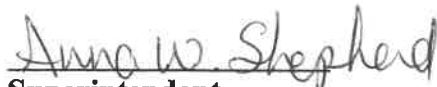**Applicable State or Regulations:** KRS 162.90 Powers and Duties of the Local Board of Education

Fiscal/Budgetary Impact: None

History/Background: As part of the onboarding leadership series for new superintendents I have developed my professional growth plan based upon the effectiveness standards of a superintendent and a self-assessment. The two standards of focus are managerial leadership and influential leadership. The ILP team will review and assist with potential practices and indicators as the year progresses. This team includes an executive coach (Dr. Fred Carter) a mentor (DR. Robbie Fletcher) ILP coordinator (Jan Lantz) school board member liaison (Chair, Linda Gearheart). The Effectiveness Standards:

1. Strategic Leadership
2. Instructional Leadership
3. Cultural Leadership
4. Human Resource Leadership
5. Managerial Leadership
6. Collaborative Leadership
7. Influential Leadership

Recommended Action: Approve as presented

Contact Person(s): Anna Whitaker Shepherd

Anna W. Shepherd
Superintendent

Date: August 10, 2021

PROFESSIONAL GROWTH PLAN (PGP)
2021-22

Anna Shepherd
Name

Floyd County
District

_____
Board Initial Approval Date

_____
Board Completion Date

While it is understood that the Superintendent will be evaluated on all seven standards, the Professional Growth Plan (PGP) provides an opportunity to narrow the focus and provide greater depth. During the 2021-2022 school year, the Superintendent will focus on the following Standard(s) in the PGP.

Standard and Goal	Actions that Demonstrate the Standard	Evidence/Artifacts	Dates Initiated/Completed
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 decisions about resources so as to meet the 21st century needs of the district. Managing District operations effectively and efficiently, the superintendent...**	Work with finance chief to align resources and budget to needs as well as funding of ARP-ESSER to districts plan.	District CDIP and Vision and budgets ARP ESSER plan and process and system for budget and staffing	On-going
	Capital planning with the maintenance chief identifying needs of facilities and the facility plan.	Meetings Agendas Minutes Facilities plan ARP/ESSER needs request for HVAC, Roofs, Renovations	On-going
	Develop clear expectations with technology/CIO with regards to technology efficiency and effectiveness plan.	Plans Meetings Agendas Needs lists Budgeting	On-going
	Builds consensus and resolves conflicts effectively	Meetings (KESPA & KEA) Social media posts	7/21/21
Standard 7: Influential Leadership **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**	Work with the board of education on policies, goals and mutual expectations to ensure student academic success.	Meeting agendas, minutes of meetings Policy revisions and approvals	On-going
	Applies laws, policies and procedures fairly.	KSBA Policy and procedure updates,	8/3/21-On-going

the board of education to define mutual expectations, policies, and goals to ensure the academic success for all students.	Collaborate with businesses, organizations and all stakeholders within the communities of the school district to involve them in revisions of our mission and vision.	District Communications, Family Communications Meeting Agendas and Social Media Posts	On-going 7/21/21-Ongoing 8/9/21-On-going
	Collaborate with local, regional and state political systems to provide input on educational issues.	Social Media post and photo Agenda and photos of meeting with Mayor, Judge, Chair Person, Board of Education and others within the community	On-Going
	Understand Proposed Legislation and its potential impact.	Meeting agendas Communication with district employees Meetings and collaboration with Political Leaders	On-going

Standard 5: Managerial Leadership

Potential Practices/Indicators: Managing district operations effectively and efficiently. The superintendent…
- a. Prepares and oversees a budget that aligns resources with district visions and needs. *Finance*
- b. Identifies and plans for facility and technology needs. *Capital Planning*
- c. Continually assesses programs and resource allocation. *Resourcing*
- d. Develops and enforces clear expectations for efficient operation of the district including the efficient use of technology. *Effectiveness and Efficiency*
- e. Builds consensus and resolves conflicts effectively. *Conflict Resolution*
- f. Assures an effective system of districtwide communication. *Communication*
- g. Continually assesses the system in place that ensures the safety of students and staff. *Safety/Security*
- h. Works with local and state agencies to develop and implement emergency plans. *Safety/Security*

Standard 7: Strategic Leadership

POTENTIAL PRACTICES/INDICATORS: Superintendents demonstrate effective strategic leadership practices when they:

a. Understand the political systems involving the district. *Political Context*
b. Defines, understands, and communicates the impact on proposed legislation. *Legal/Ethical*
c. Applies laws, policies and procedures fairly, wisely, and considerately. *Legal*
d. Utilizes legal systems to protect the rights of students and staff and to improve learning opportunities. *Legal*
e. Accesses local, state, and national political systems to provide input on critical educational issues. *Political Context; Stakeholder/Community Involvement*