

Goal Statement	By May 2022, Tony Watts will lead a team of stakeholders to create a 4-year strategic plan which will include an updated, shared vision and mission statement for the district.	
Standard 1: The superintendent creates conditions that result in strategically reimagining the district’s vision, mission and goals to ensure that each 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.		
Superintendent’s Growth Plan		
Strategies/Actions What strategies/actions will I need to do in order to assist my school in reaching the goal? How will I accomplish my goal?	Evidences/Artifacts What evidence/artifacts will I need to demonstrate the completion of my plan?	Targeted Completion Date When will I complete each identified strategy/action?
Create Professional Growth Plan Indicators b. Vision – Monitor c. Strategic Planning (Implementation) d. Strategic Planning (Monitoring/Evaluation) g. Strategic Planning (Goals)	Professional Growth Plan	August 1, 2021
Create a 30-60-90 day plan: Indicators b. Vision – Monitor c. Strategic Planning (Implementation) d. Strategic Planning (Monitoring/Evaluation) g. Strategic Planning (Goals)	30-60-90 day plan Shared vision and goals with leaders Shared vision and goals with all staff	August 1, 2021 August 1, 2021 August 20, 2021
Create a strategic planning committee; Develop a regular meeting schedule to complete the strategic plan and revise/create a new vision/mission statement Indicators b. Vision – Monitor c. Strategic Planning (Implementation)	List of stakeholders to serve on the strategic planning committee Letter asking stakeholders to be part of the committee Letter to the committee members and schedule for 1 st meeting	July 1, 2021 July 7, 2021 July 19, 2021

Develop and implement the district strategic plan	Agenda/Minutes Strategic plan	Ongoing March 31, 2022
Goal Statement		By May 2021, Tony Watts will implement a system to monitor the schools' performance based on teaching and learning and provide feedback for continuous improvement.
Standard 2: 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 each student graduates from high school college-and-career ready.		
Superintendent's Growth Plan		
Strategies/Actions What strategies/actions will I need to do in order to assist my school in reaching the goal? How will I accomplish my goal?	Evidences/Artifacts What evidence/artifacts will I need to demonstrate the completion of my plan?	Targeted Completion Date When will I complete each identified strategy/action?
Create common forms that will be used by each school to monitor student data and classroom instruction Indicators c.. High Expectations e. Learning/Teaching Focus: High Expectations	Map data collection form Walk through form Principal performance time line	August 31, 2021
Schedule regular walk through visits from the district team for each school Indicators d. Strategic Planning (Goals)	Walk through visit schedule Walk through follow up report	August 31, 2021
Do regular schedule walk through visits to monitor all school data and classroom instruction Indicators c. High Expectations d. Strategic Planning (Goals) e. Learning/Teaching Focus: High Expectations	Walk through follow up report Walk through data Attendance data Discipline data School budget PLC minutes	Ongoing
Do bi-monthly site visits with the school principals to monitor the school environment Indicators	Principal performance timeline	Ongoing

c. High Expectations d. Strategic Planning (Goals)		
Create a monthly schedule to meet with all principals to discuss school data Indicators b. Professional Learning c. High Expectations d. Strategic Planning (Goals) e. Learning/Teaching Focus: High Expectations	School Data Walkthrough data Attendance data Failure data Discipline data MAP data	Ongoing
Goal Statement		By May 2021, Tony Watts will implement a system for recruiting, hiring, and retaining qualified staff while increasing the number of minority staff in the district.
Standard 4: The superintendent ensures the district is a professional learning community with processes 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.		
Superintendent's Growth Plan		
Strategies/Actions What strategies/actions will I need to do in order to assist my school in reaching the goal? How will I accomplish my goal?	Evidences/Artifacts What evidence/artifacts will I need to demonstrate the completion of my plan?	Targeted Completion Date When will I complete each identified strategy/action?
Reach out to local colleges and universities to develop a relationship and schedule classroom/virtual visit to recruit teachers Indicators c. Human Resource Functions	Phone log Calendar	Ongoing Ongoing
Reach out to local and national HBCU to develop a relationship and schedule classroom/virtual visit to recruit teachers Indicators c. Human Resources Functions	Phone log Appointment log	Ongoing Ongoing

Provide a system of training for all teachers who mentoring new teachers Indicators c. Human Resource Functions	Bloom Board Training Program Certificates	August 1, 2021 Ongoing
Create and implement a staff referral bonus for referring new teachers Indicators a. Resourcing b. Human Resource Functions	Staff hires	Ongoing