



# Bullitt County Public Schools

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## MEMO

To: Board of Education Members

From: Jesse Bacon

Date: October 22, 2021

Re: Superintendent's Professional Growth Plan for 2021-2022

The Board approved the Superintendent's Evaluation Process at the September 28, 2021 Board meeting. Thank you for taking the time to complete the Superintendent Pre-Evaluation Survey. The information you provided was invaluable. Based on my self-reflection, the feedback you provided, and my Summative evaluation from last year, I submit the following goals as part of the SPGES leadership plan - also known as a growth plan.

- **Utilize continuous improvement strategies, professional learning communities, and other collaboration efforts at all levels of the District to foster high academic achievement as the District's highest priority:** As we continue to deal with the academic challenges that have resulted from the COVID 19 pandemic, it is extremely important that we evaluate and revise existing programs and instructional strategies for effectiveness and potential revision using student academic progress metrics and feedback from students and staff. It is important to provide multiple opportunities for teachers to utilize assessment results (CASE) and local measures data (classroom formative and summative assessments) to inform and to improve instructional practices for increased student achievement and learning for all students. We will review student achievement data with school administrators and direct them to set, support, and monitor improvement goals as part of the administrative evaluation process.
- **Maintain financial accountability and budget integrity by continuing to focus on strategic allocation of resources:** Though the district allocates resources effectively, we must become even more strategic to ensure the district remains in a strong financial position when ESSER funds are no longer available. 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 and the ability to attract a competitive workforce.

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

I request the Board review and approve this Professional Growth Plan for the 2021-2022 school year.

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