**Professional Growth Plan for Mark Thomas, 2022-2023**

Focus areas for 2022-2023 are:

Standard 1 (Strategic 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.

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| **Standard and Goal** | **Actions that Demonstrate the Standard** | **Evidence/Artifacts** | **Dates Initiated/Completed** |
| Standard 1 (Strategic Leadership)  -Develop the District’s Strategic Plan to include:   * Student Success * Student and Staff Wellbeing * Engaged Workforce * Operational Excellence * Supportive and Connected Partnerships | -Completion of the Todd County School District’s Strategic Plan | -Agendas and minutes  -Todd County School District’s Strategic Plan |  |

**Professional Growth Plan for Mark Thomas, 2022-2023**

Focus areas for 2022-2023 are:

Standard 1 (Strategic 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):  -Develop a plan for the district to guide administrators in the recruitment and retention of highly qualified and high performing diverse staff  -Continue to focus on and improve coaching, guiding, and mentoring administrators in the district including addressing the climate at TCCHS  -Develop Classified Evaluations for each job description | -Work with administrators to utilize the district’s recruitment and retention plan to actively recruit and retain diverse staff  -Provide new staff with formal support opportunities in successfully completing their assigned job role  -Provide administrators with ongoing coaching, guidance, and mentoring support  -Work directly with TCCHS Administrators to address the climate at the high school  -Create specific evaluation documents for each set of classified job duties | -Documentation from the supporting “new” staff activities  -Documentation of actively recruiting diverse staff  -Data from staff retention rates  -Documentation of the ongoing coaching, guidance, and mentoring support for administrators  -Plan to address the climate at TCCHS  -Specific Classified Evaluations for each set of classified job duties |  |

**Professional Growth Plan for Mark Thomas, 2022-2023**

Focus areas for 2022-2023 are:

Standard 1 (Strategic 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):  -Develop and finalize the District’s Facilities Plan for 2023-2027 | -Creation of the District’s Facilities Plan for 2023-2027 | --Agendas and minutes  -Todd County School District’s Facilities Plan for 2023-2027 |  |