**Bellevue Independent Board of Education**

**Superintendent Self-Reflection/Growth Plan/Goals for 2022 – 2023**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Superintendent Goals** | **Self-Assessment** | **Actions** | **Target Date** | **Notes** |
| **Goal 1: Strategic Leadership** | 2Developing | * Develop a strategic plan for the district
* Host Community Forum to gather input
* Meet with staff to gather input on district successes and areas of growth
* Hold regular administrative meetings to keep a pulse on the district’s operations in all facets.
 | June 2023October 2022September 2022On-going |  |
| **Goal 2: Instructional Leadership** | 2Developing | * Collaborate with district and school leadership to set and monitor goals for student learning and growth.
* Create a solid understanding for the programs used in schools and ensure alignment with The Bellevue Classroom Focus and streamline resources for staff and student use.
 | On-goingOn-going |  |
| **Goal 3: Cultural Leadership** | 2Developing | * Set the tone and vision on Opening Day for ALL Staff
* Be visible, open, positive, and communicative throughout the district and to all stakeholders.
* Work with school leadership to promote parent and community engagement activities.
* Implement student and staff recognition and celebration activities.
 | August 2022On-goingOn-goingSeptember 2022/ On-going |  |
| **Goal 4: Human Resource Leadership** | 2Developing | * Use surveys/listening tours to assess employee satisfaction.
* Assess staffing needs/changes and make recommendations to BOE.
* Attract and Retain Quality Staff- invest, train, attend job fairs.
 | December 2022/ May 2023March/April 2023On-going |  |
| **Goal 5: Managerial Leadership** | 2Developing | * Review current district processes and add/delete/adjust as needed.
* Work with new finance officer to develop a strong understanding of the district’s budget and ensure budget is aligned with district goals.
* Evaluate school and district operations and make adjustments/recommendations as needed.
 | On-goingOn-goingOn-going |  |
| **Goal 6: Collaborative Leadership** | 2Developing | * Collaborate with leadership in all areas of district operations and ensure effective districtwide communication.
* Build relationships with community and business leaders.
* Work with first responders from Bellevue Police and Bellevue/Dayton Fire as well as Campbell Co. Sheriff’s Office to review EMP’s and begin discussion/ implementation of an SRO.
 | On-goingOn-goingSeptember 2022 |  |
| **Goal 7: Influential Leadership** | 2Developing | * Reach out to legislators on advocacy efforts for the 2023 legislative session.
* Continue involvement with NKCES, Chamber of Commerce, and K-groups to provide relevant input on educational issues.
 | December 2022-March 2023On-going |  |

**Goals set at Administrative Retreat:**

|  |  |
| --- | --- |
| **CURRENT REALITY** | **GOALS** |
| Attendance:    GES 94.95            BHS 93.01 | Attendance 97%     (Monthly attendance award, not yearly) |
| Behavior: GES 48 events              BHS 285 events | Behavior: Decrease Behavior Events by 5%Tighten current systems/processes |
| MAP- Needs improvement/more intentionality | 55% of students @ 55th% in reading and mathIntentionality on spreading the purpose of MAP w/ ALL stakeholders |
| Grad Rate 86.9% | Grad Rate 98% |
| Need to increase parent involvement |  |
| Need to improve K-12 college/career counseling/ “soft skills”  | Create a Portrait of a Bellevue Graduate |
| Increase Student/ Staff Celebrations | Student of the Month initiativesStaff Recognitions |
| Improve K-12 Counseling |  |