**Bellevue Independent Board of Education**

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

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| **Superintendent Goals** | **Self-Assessment** | **Actions** | **Target Date** | **Notes** |
| **Goal 1: Strategic Leadership** | 2  Developing | * 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 2023  October 2022  September 2022  On-going |  |
| **Goal 2: Instructional Leadership** | 2  Developing | * 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-going  On-going |  |
| **Goal 3: Cultural Leadership** | 2  Developing | * 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 2022  On-going  On-going  September 2022/ On-going |  |
| **Goal 4: Human Resource Leadership** | 2  Developing | * 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 2023  March/April 2023  On-going |  |
| **Goal 5: Managerial Leadership** | 2  Developing | * 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-going  On-going  On-going |  |
| **Goal 6: Collaborative Leadership** | 2  Developing | * 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-going  On-going  September 2022 |  |
| **Goal 7: Influential Leadership** | 2  Developing | * 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 2023  On-going |  |

**Goals set at Administrative Retreat:**

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| **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 math  Intentionality 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 initiatives  Staff Recognitions |
| Improve K-12 Counseling |  |