**Professional Growth Plan for Mark Thomas, 2023-2024**

Focus areas for 2023-2024 are:

Standard 1 (Strategic Leadership)

Standard 4 (Human Resource 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) -Expand the District’s outreach to school district stakeholders (parents, community, and staff)  | -Continue with scheduled “Latte to Talk About for Todd County Schools” sessions to invite the community to hear updates regarding the school district along with hosting any other sessions to share out information regarding the school district and to attain stakeholder input/feedback-Presentations to Elkton Rotary and Todd County Chamber of Commerce regarding the great things going on in the district -Institute random “Act of Kindness” activities to engage stakeholders in positive, reinforcing, and reaffirming activities-Utilize the partnership with WEKT to promote the school district, our students, and our staff | -Event details along with location, date, and times will be posted on the district’s Facebook page-Agendas-Artifacts from the various “Act of Kindness” activities-Artifacts from the partnership with WEKT | --- |

**Professional Growth Plan for Mark Thomas, 2023-2024**

Focus areas for 2023-2024 are:

Standard 1 (Strategic Leadership)

Standard 4 (Human Resource 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):-Provide growth mindset support for District Finance staff -Continue to focus on and improve coaching, guiding, and mentoring administrators in the district including addressing the climate at TCCHS | -Supervision of School Bookkeepers records & oversite -Assistance and guidance of School Bookkeepers -Continue Finance PLC monthly meetings  -Become more visible in school through meeting with individual bookkeepers  -Complete school activity account audits -Be available and responsive to staff regarding finance questions and inquiries-Work directly with TCCHS Administrators to address the climate at the high school-Provide a mentor to work singularly with the TCCHS Administration-Regulate and monitor that students are in their assigned area-Adherence to defined discipline from the student code of conduct-Adherence for students to the defined dress code-Defined roles for the TCCHS Guidance Counselor and College & Career Coach positions-Ongoing communication with school staff and stakeholders | -Documentation from agendas and support logs-Documentation of the ongoing coaching, guidance, and mentoring support for administrators-Observation-Observation, Infinite Campus student discipline data-Observation, IC student discipline data-Listing of roles in communication to parents and listed on TCCHS’ website-Emails, agendas, Remind messages | -- |