

Bellevue Independent Board of Education Superintendent Self-Reflection/Growth Action Plan

Superintendent Goals	Self-Assessment	Actions	Target Date	Notes
<p style="text-align: center;">Goal 1: Strategic Leadership</p>	3	<ul style="list-style-type: none"> ● Monthly Work Sessions with BOE ● Share and live vision/mission and monitor progress towards strategic plan - ensure decisions reflect the priorities we have set. ● Host Community Forum to share progress towards our strategic plan and provide a space for stakeholder input ● Hold regular district operation team and leadership meetings to keep a pulse on the district's operations in all facets. 	<p style="text-align: center;">Monthly</p> <p style="text-align: center;">July 2023/ Ongoing</p> <p style="text-align: center;">March 2024</p> <p style="text-align: center;">July 2023/ Ongoing</p>	
<p style="text-align: center;">Goal 2: Instructional Leadership</p>	3	<ul style="list-style-type: none"> ● Collaborate with district and school leadership to set SMART goals for student learning and growth. ● Utilize a Status of School (SOS) Report to ensure monitoring or goals and using timely data to make decisions. ● All staff will follow The Bellevue Classroom instructional protocol and be provided job embedded training on the model through monthly ERD meetings while using the Book Study: Phenomenal Teaching ● Ensure school leadership is following the district's MTSS 	<p style="text-align: center;">July 2023</p> <p style="text-align: center;">August 2023/Ongoing</p> <p style="text-align: center;">July 2023/On-going</p>	

		<p>model.</p> <ul style="list-style-type: none"> ● Be intentional on the use of MAP Data and ensure creation and utilization of a MAP analysis tool for staff to monitor reports and make appropriate decisions for student learning. 	Sept./Jan./April	
Goal 3: Cultural Leadership	3	<ul style="list-style-type: none"> ● On Opening Day for ALL Staff share the priorities for the school year and set the stage for a great year ● Be visible, open, positive, and communicative throughout the district and to all stakeholders. ● Work with school leadership/FRYSC district contact to promote parent and community engagement activities and opportunities for community involvement. <ul style="list-style-type: none"> ● Student recognition at BOE meetings 	<p>August 2023</p> <p>On-going</p> <p>On-going</p> <p>Monthly</p>	
Goal 4: Human Resource Leadership	3	<ul style="list-style-type: none"> ● Improve the onboarding experience for new teachers by working with district and school leadership on New to the Vue. ● Ensure professional growth opportunities are aligned with staff needs and meet the goals of the district ● Use surveys/listening tours to assess employee satisfaction. ● Assess staffing needs/changes based on our district goals and priorities and make recommendations to BOE. 	<p>August 2023</p> <p>August 2023/Ongoing</p> <p>December 2023</p> <p>Ongoing/April 2024</p>	

<p>Goal 5: Managerial Leadership</p>	<p>2</p>	<ul style="list-style-type: none"> ● Work closely with the communications director to engage families and ensure an effective system of district wide communication. ● Refine district processes and add/delete/adjust as needed. <ul style="list-style-type: none"> ● Ensure the budget is aligned with district goals. ● Manage multiple building projects to make needed upgrades to facilities ● Work closely with DPP and school leadership to align student behavior expectations and use school data to track activity and make adjustments as needed. 	<p>July 2023/Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>July 2023/ Ongoing</p>	
<p>Goal 6: Collaborative Leadership</p>	<p>3</p>	<ul style="list-style-type: none"> ● Collaborate with leadership in all areas of district operations to ensure effective districtwide operations. ● Continue to build relationships with community and business leaders. ● Work with area superintendents to maintain a positive message for public education in the NKY area. 	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	
<p>Goal 7: Influential Leadership</p>	<p>3</p>	<ul style="list-style-type: none"> ● Reach out to legislators on advocacy efforts for the 2024 legislative session. <ul style="list-style-type: none"> ● Consult board policy and procedure as needed ● Continue involvement with NKCES and various K-groups to receive and provide relevant input on educational issues. 	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	

