

Goal Statement	By May 2024, Tony Watts will implement a system to monitor the schools' performance based on teaching and learning and provide feedback for continuous improvement.
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Standard 2: The superintendent supports and builds a system committed to shared values and beliefs focused on teaching and learning where performance gaps are systematically eliminated over time and each student graduates from high school college-and-career ready.

Superintendent's Growth Plan

Strategies/Actions What strategies/actions will I need to do in order to assist my school in reaching the goal? How will I accomplish my goal?	Evidences/Artifacts What evidence/artifacts will I need to demonstrate the completion of my plan?	Targeted Completion Date When will I complete each identified strategy/action?
Use common forms to monitor student data and classroom instruction Indicators c.. High Expectations e. Learning/Teaching Focus: High Expectations	Map data collection form Walk through form Principal performance time line Iready data collection form Monthly principal meetings	August 31, 2023
Schedule regular walk through visits from the district team for each school Indicators b. Strategic Planning (Goals)	Walk through visit schedule Walk through follow up report	August 31, 2023
Do regular schedule walk through visits to monitor all school data and classroom instruction Indicators c. High Expectations d. Strategic Planning (Goals) e. Learning/Teaching Focus: High Expectations	Walk through follow up report Walk through data Attendance data Discipline data School budget PLC minutes	Ongoing
Do bi-monthly site visits with the school principals to monitor the school environment Indicators c. High Expectations d. Strategic Planning (Goals)	Principal performance timeline	Ongoing
Create a monthly schedule to meet with all principals to discuss school data Indicators b. Professional Learning	School Data Walkthrough data Attendance data Failure data Discipline data	Ongoing

<p>c. High Expectations d. Strategic Planning (Goals) e. Learning/Teaching Focus: High Expectations</p>	<p>MAP data Iready data</p>	
<p>Create expectations that all students attend ESS/21st Century program if they have an F in any class All athletes with an F must attend study table before they go to practice a. Learning/Teaching Focus: High Expectations b. High Expectations</p>	<p>Failure Data</p>	<p>Ongoing</p>
<p>Goal Statement</p>	<p>By May 2023 Tony Watts will implement a system for recruiting, hiring, and retaining qualified staff while increasing the number of minority staff in the district.</p>	
<p>Standard 4: The superintendent ensures the district is a professional learning community with processes and systems in place that result in recruitment, induction, support, evaluation, development and retention of a high-performing, diverse staff. The superintendent uses distributed leadership to support learning and teaching, plans professional development, and engages in district leadership succession planning.</p>		
<p style="text-align: center;">Superintendent’s Growth Plan</p>		
<p>Strategies/Actions What strategies/actions will I need to do in order to assist my school in reaching the goal? How will I accomplish my goal?</p>	<p>Evidences/Artifacts What evidence/artifacts will I need to demonstrate the completion of my plan?</p>	<p>Targeted Completion Date When will I complete each identified strategy/action?</p>
<p>Reach out to local colleges and universities to develop a relationship and schedule classroom/virtual visit to recruit teachers Indicators c. Human Resource Functions</p>	<p>Phone log Calendar</p>	<p>Ongoing Ongoing</p>
<p>Reach out to local and national HBCU to develop a relationship and schedule classroom/virtual visit to recruit teachers Indicators c. Human Resources Functions</p>	<p>Phone log Appointment log</p>	<p>Ongoing Ongoing</p>
<p>Provide a system of training for all teachers who mentor new teachers Indicators</p>	<p>Bloom Board Training Program</p>	<p>August 31, 2023</p>

<p>c. Human Resource Functions</p>	<p>Certificates</p>	<p>Ongoing</p>
<p>Use the staff referral bonus for referring new teachers</p> <p>Indicators</p> <ul style="list-style-type: none"> a. Resourcing b. Human Resource Functions 	<p>Staff hires</p>	<p>Ongoing</p>
<p>Start an annual PD conference where multiple trainings are offered to give teachers the opportunity to choose which professional learning they need</p> <p>Continue to have early release days to provide ongoing PD during the year</p> <p>Continue to review the salary schedules for certified and classified employees to remain competitive</p> <ul style="list-style-type: none"> a. Human Resource Functions 	<p>Wildcat Academy Agenda</p> <p>Early Release Agendas</p> <p>Salary Schedules</p>	<p>Ongoing</p>