

# PROFESSIONAL GROWTH PLAN (PGP) 2024-25

Rick Wolf

Name

Dayton Independent

District

Board Initial Approval Date

Board Completion Date

While it is understood that the Superintendent will be evaluated on all seven standards, the Professional Growth Plan (PGP) provides an opportunity to narrow the focus and provide greater depth. During the 2024-2025 school year, the Superintendent will focus on the following Standard(s) in the PGP.

Standard and Goal	Actions that Demonstrate the Standard	Evidence/Artifacts	Dates Initiated/Completed
<b>Standard 3: Cultural Leadership</b> The superintendent understands and acts on the important role a system's culture has in the exemplary performance of all schools. He/she works to understand the people in the district and community as well as their history and traditions as they move forward to support and achieve district goals. The superintendent must be able to improve the district culture, if needed, to align the work of adults with the district's goals of improving student learning and infusing the work with passion, meaning and purpose.	--Meet with all employees in the district to garner what we should continue to do, ideas we should stop doing and ideas we need to start doing.	--Google Drive with ideas shared with me by employees	Began in June - September
	--Meet with athletic director, HS principal, and HS coaches to create Core Values for players, coaches and spectators.	--Meeting Agenda from this meeting --Completed Core Values	July 2024/August 2024
	--Send out Opening Letter	--Opening Letter	--Completed July 1
	--Meet with Staff at District Opening Day	--PowerPoint of staff --Picture of me presenting to staff	--August 12
	--Create a New Employee Spotlight	--New Employee Spotlight example	--July 2024 – August 2024
	--Create a District Spotlight for Employees throughout the district	--District Spotlight on Social Media	--Begin September 2024
	--Create an Alumni Spotlight	--Alumni Spotlight on Social Media	--Begin August 2024
	--Read to every classroom in the district to discuss expectations with students	--Pictures with classes	--Begin in August/Finish in October
--Create a monthly meeting with student groups	--Agendas and pictures from student meetings	--Begin in September 2024	

## Standard 3: Cultural Leadership

**POTENTIAL PRACTICES/INDICATORS:** The Superintendent demonstrates effective strategic leadership practices when he:

- Communicates strong ideals and beliefs about teaching and learning with all stakeholders and operate from those beliefs. **Stakeholder/Community Involvement**
- Builds community understanding of what is necessary for all students to graduate college and career ready and to be successful in the globally competitive 21st century. **Stakeholder/Community Involvement**
- Creates a unified school system (not a system of individual schools) with shared vision and equitable practices. **Vision/Beliefs**
- Builds trust and promotes a sense of well-being between all stakeholders **Stakeholder/Community Involvement**
- Routinely celebrates and acknowledges district successes as well as areas needing growth. **Celebration/Acknowledgment**
- Supports and engages in the positive cultural traditions of the community. **Stakeholder/Community Involvement**
- Creates opportunities for staff involvement in the community and community involvement in the schools. **Stakeholder/Community Involvement**
- Creates an environment that values and promotes diversity. **Diversity**

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Standard and Goal	Actions that Demonstrate the Standard	Evidence/Artifacts	Dates Initiated/Completed
<b>Standard 5: Managerial Leadership</b> The superintendent ensures that the district has processes and systems in place for budgeting, staffing, problem solving, communicating expectations, and scheduling that organize the work of the district and give priority to student learning and safety. The superintendent must solicit resources (both operating and capital), monitor their use, and assure the inclusion of all stakeholders in decision about resources so as to meet the 21st century needs of the district.	--Meet with Dayton City officials and Dayton Police to invite them into the building during lunch, to read, and to walk the halls.	--Meeting Agenda	--August 2024
	--Meet with Leadership Team to review, revise district safety procedures. Ensure all safety measures are in place and being practiced.	--Meeting agenda and follow up notes	--July 22, 2024
	--Meet monthly with the District Finance Officer to discuss and review district finances.	--District Finance documents	--Begin June 2024/ongoing
	--Invite Compass Learning representatives to Dayton Schools to discuss bonding and capital funds.	--Email documentation and meeting notes from meeting	--September 2024
	--Implement a new district website, district APP, and share with the school community.	--District Website and App	--Begin July 1, 2024/sharing with community - Ongoing

## Standard 5: Managerial Leadership

**POTENTIAL PRACTICES/INDICATORS:** The Superintendent demonstrates effective strategic leadership practices when he:

- Prepares and oversees a budget that aligns resources with district visions and needs. **Finance**
- Identifies and plans for facility and technology needs. **Capital Planning**
- Continually assesses programs and resource allocation. **Resourcing**
- Develops and enforces clear expectations for efficient operation of the district including the efficient use of technology. **Effectiveness and Efficiency**
- Builds consensus and resolves conflicts effectively. **Conflict Resolution**

- f. Assures an effective system of districtwide communication. **Communication**
- g. Continually assesses the system in place that ensures the safety of students and staff. **Safety/Security**
- h. Works with local and state agencies to develop and implement emergency plans. **Safety/Security**