

**2024- 2025 Superintendent Goals**  
**August 7, 2024**

**Standard 1: Strategic Leadership:**

1. Work with community leaders, daycare centers and staff to develop a plan to address Kindergarten readiness in Newport.
2. The Superintendent should continue to provide well researched recommendations to the board regarding district funds with the inclusion of data prestaining to the recommendations.
3. The Superintendent to continue to hone his skills and knowledge of school finance to prioritize important budget items.

**Standard 2: Instructional Leadership**

1. The Superintendent will reduce the number of students below grade level by 50%
2. The Superintendent will increase the number of student reading at or above grade level by 50%.
3. The Superintendent will be evaluated by the following ACT score accomplishments:

Scores above state average	Scores at state average	Scores +1 point	Scores no growth
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**Standard 3: Cultural Leadership**

1. The Superintendent will cultivate a culture that advocates, nurtures and sustains a safe learning culture, conducive to academic success for all schools, *evaluated based, in part on the following:*

Staff turnover less than state average	Staff turnover at state average	Staff turnover decreased but greater than state average	Staff turnover same or greater than previous year
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2. The Superintendent to *develop a plan* for District staff to *increase support/engagement* that parents/guardians/families need to ensure academic success for students.
3. The Superintendent has committed to achieve the following attendance goals for the 2024- 2025 Academic Year:
  - a. Increase Newport High School attendance by 1 point (92.2)
  - b. Increase Newport Primary School attendance by 0.5 (94.6)
  - c. Increase Newport Intermediate School attendance by .005)

#### **Standard 4: Human Resource Leadership**

1. The Superintendent to *develop a plan* to collect data regarding teacher satisfaction, culture, working environment, and other data to address staff satisfaction and culture.
  - a. This includes exit interviews and surveying veteran staff.
2. During the 2024-2025 school year, the Superintendent has established a goal to reduce staff turnover by 50%, from the 2023-2024 school year.

#### **Standard 5: Managerial Leadership**

1. The Superintendent to effectively communicate with all board members regarding important issues involving public relations and the community.
2. Demonstrate a better understanding and comprehension of managing a district budget, that results in the following:
  - a. A balanced operational budget for school programs and activities.
  - b. Utilization of district resources to attain the highest and most efficient use to improve student learning; and
  - c. Effective communication of District budget and resource allocation to the board and the constituents.
  - d. These items can be measured and monitored based upon monthly financial reports, audit reports, and monitoring capital funds.