

Performed on 6/23/25, 12:15 PM  
Performed by Dr. Damon Fleming

## Professional Growth Plan

1

**Improve organizational efficiency and structure departments within the central office for clearly defined roles and responsibilities.**

**Goal:**

By June 30, 2026, evaluate and update district operational systems, including budgeting and communication workflows, to enhance alignment with instructional priorities and improve district operational efficiency.

**Action Plan:**

Align Departments within 4 district divisions: Finance, Operations, Support Services, and Teaching and Learning.

Conduct district-wide meetings and reviews with department heads.

Facilitate a workshop on budgeting priorities.

Develop a process and a dashboard for the intake of complaints to the central office.

**Indicators of Success - Evidence/Artifacts:**

The updated budget is aligned with the strategic plan.

Complaint monitoring and intake dashboard.

Meeting agendas and reports showing progress.

-no response-

### Supporting Evidence



Director Meeting 7 7 2025



Director Meeting 7 7 25 And Evidence

Superintendent's Signature:

Dr. Damon Fleming

(signed electronically)

Date:

Board President's Signature:

Dr. Damon Fleming

(signed electronically)

Date:

**Please Note:**

- The employee's signature indicates that they have seen and discussed the evaluation; it does not necessarily denote agreement with the evaluation.