

Superintendent Professional Growth Plan (PGP) Goal – Year 1 – Jessica Addison

Aligned to the 2025 Kentucky KASA Superintendent Effectiveness Standards

Standard 3: Cultural Leadership

Indicator 3.C Develops trust through collaboration and transparency, fostering a culture of shared accountability.

Target Area:

Cultural Leadership - Develop trust through collaborative stakeholder engagement; fostering a culture of high expectations and shared accountability.

Goal:

By June 30, 2026, develop and implement plans for collaborative engagement with internal and external stakeholders promoting two-way communication and trust.

Action Plan:

Establish a cadence of collaborative leadership meetings to communicate district priorities, establish shared goals, and provide support to all school leaders for continuous improvement.

Establish and meet quarterly with Superintendent Advisory Councils (Student Advisory Council -monthly, Staff, Parents, Community, Faith Leaders) for two-way communication, engagement, and feedback for district improvement.

Host a Superintendent Community Chat at least once each semester for families and community members to hear district priorities and engage in Q&A with the superintendent.

Conduct stakeholder perceptions surveys for all stakeholder groups and use feedback to inform action plans.

Establish and maintain a high level of engagement and accessibility in schools and the community.

Indicators of Success - Evidence/Artifacts:

District day message to all staff and staff survey

Schedule of leadership meetings and agendas

Superintendent Advisory Council dates, agendas, and notes

Action Plan to address the feedback from surveys and advisory groups

Documentation of community and school engagement