

**APS Superintendent Professional Growth Plan**  
**2025-2026**

**Goal 1 Strategic Leadership:** By June 2026, facilitate a strategic planning process (with stakeholders) to design and implement a strategic plan and scorecard for the district to include ongoing monitoring and evaluation.

**Action Plan:**

- Engage Studer Education as a partner in the strategic planning process
- Engage the Board in pre-work activities within 45 days, and co-create a roadmap with milestone dates for completing the strategic plan. Timely implementation of any feasible action plan items.
- Host board retreat to align our values, commitments, and build timeline for strategic planning
- Launch quarterly Superintendent Advisory Councils (students, staff, families, and community) and community forum
- Conduct stakeholder focus group meetings and perception surveys; use data to inform messaging and decisions
- Conduct rounding protocols with stakeholders
- With stakeholders, design Strategic Plan to guide district for the next five years
- Complete regular implementation and impact checks (Report card)
- Celebrate district successes through storytelling and recognition events

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

Success is defined by the creation and implementation of a strategic plan that includes ongoing monitoring/evaluation.

Strategic Planning Documentation (agendas, plan, vision, mission, and goals; Data used to determine goals and objectives, I and I checks of the strategic plan (Studer Report Card), Evidence of Collaboration with stakeholders, Human Resources and Financial documents to show alignment with strategic plan, Published communication plan and calendar, Advisory Council meeting agendas and participation lists, survey results and analysis reports, examples of messaging--newsletters, website, public remarks

**Goal 2 Managerial Leadership:** By June 2026, I will strive to maintain comprehensive knowledge of all organizational policies and actively ensure adherence. More specifically, focus on the following board policies and administrative procedures in the first semester:

- Financial Reports of the Lunchroom, 07.14
- District Issuance of Checks, 04.3111 and 04.31
- Authority to Encumber and Expend Funds, 03.125
- Policies related to supervising children: 09.221,
- Community Use of Facilities 05.3,
- Usage Rental Application and Contract 05.31

**Action Plan:**

- Meet with the Finance Director, Food Service Director, Athletic Director and School Administration to discuss the need to comply with board policy.
- Share copies of the policies with all staff who are charged with assisting in the implementation of policies.
- Analyze what's working and what isn't working with current practices
- Design new systems to serve as safety nets for policy implementation.
- Report progress to the board regularly.

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

Success is defined by full implementation of APS policies and procedures. The superintendent will demonstrate improved comprehensive knowledge of board policies.

**Deliverables provided at the conclusion of this goal-attainment process:**

Meeting agendas and minutes, Documentation of improved systems, monthly financial reporting, supervision schedules and documents, KSBA Staff Handbook, messaging and communication

**Goal 3 Managerial Leadership:** By June 2026, generate, document, and implement standard operating procedures and systems in human resources at Anchorage Public School, including a process to attract and hire quality employees, modernize employment contracts, and improve onboarding/offboarding for employees--hiring to retiring.

**Action Plan:**

- Analyze current practices for strengths and areas for growth
- Research tools and systems utilized by HR departments in surrounding districts
- Purchase of Power School and complete implementation training: Applicant Tracker, Evaluation, and Records
- Research the differences in Red Rover sub caller and the Power School alternative before renewal of Red Rover
- Implement New Systems and evaluate effectiveness

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

Success is defined by building capacity in our human resources systems, ongoing monitoring for improvement, and evaluation of progress made in the 2025-2026 school year.

**Deliverables provided at the conclusion of this goal-attainment process:**

Meeting agendas and minutes, Documentation of improved systems in human resources, monthly reporting, sample communications, onboarding documentation, exit surveys, messaging and communication

**Goal 4 Managerial Leadership:** By June 2026, develop a ten year maintenance plan for APS facilities.

**Action Plan:**

- Create a maintenance/facilities "wish list" for items that need attention
- Analyze budget to determine what can be addressed in this year's maintenance/facilities budget
- Strategic Planning (may include facilities focus)
- Create a ten-year maintenance plan for APS facilities, complete with timelines and checkpoints

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

Success will be defined by the development of a 10 year maintenance plan for our facilities, complete with timelines/checkpoints.

**Deliverables provided at the conclusion of this goal-attainment process:**

Strategic Planning documents (if applicable), 10 year maintenance plan, Timeline, meeting agendas and minutes, proof of work--invoices, pictures, financial documentation, etc.

**Goal 5 Instructional Leadership:** By June 2026, align professional development to desired learning outcomes and goals.

**Action Plan:**

- Data Analysis of ongoing student achievement data, professional development survey data, evaluation data, etc. to determine strengths and opportunities for growth.
- Mid-Year Professional Development planning aligned to student, teacher, and instructional assistant (if applicable) needs
- Seek providers for professional development needs (ongoing and summer 2026)
- Consider funding possibilities and budgetary limitations
- Systemize APTA Gives Requests to ensure alignment
- Consider strategic planning pillars
- Implement 2026-2027 Professional Development Plan after last day of school in 2026.

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

Data analysis documentation, professional learning surveys, identification of strengths and opportunities for growth, 25-26 professional development plan, Provider documentation, funding documentation, APTA documentation, Strategic Plan (if applicable), Summer 2026 timeline/calendar, sample professional growth plans, etc.

**Deliverables provided at the conclusion of this goal-attainment process:**

2026 Professional Development Plan, Implementation and Monitoring documentation, aligned professional growth plans, District, School, and Individual Goals identified, monitored, and evaluated, Student achievement data, messaging and communication, etc.