

PROFESSIONAL GROWTH PLAN (PGP)

2025-26

Rick Wolf

Name

9/24/25

Board Initial Approval Date

Dayton Independent

District

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 2025-2026 school year, the Superintendent will focus on the following Standard(s) in the PGP.

STANDARD 3: CULTURAL LEADERSHIP

Standard and Goal	Actions that Demonstrate the Standard	Evidence/Artifacts	Dates Initiated/Completed
Standard 3: Cultural Leadership 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.	--Begin meeting monthly with District Team to create systems and processes --Create a monthly meeting with different student groups --Work with admin and teachers to Implement the Portrait of a Greendevil --Visit every classroom every week --Collaborate with building admin, Community Connector, and Dr. Turney to review equity practices --Create a contact for each graduating class --Work with Education Foundation to create events to bring alumni back to Dayton Schools	--District Updates sent to Building Admin --Agendas and pictures from student meetings --Meeting minutes, defenses of learning in grades 6, 8, 12 --Pictures in classrooms --Meetings with district and building admin team --Spreadsheet with contact name for each class -- Alumni Events	--September 2025 --May 206 --May 2026 --August – May 2026 --May 2026 --May 2026 --Ongoing through May 2026

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**

- c. Creates a unified school system (not a system of individual schools) with shared vision and equitable practices.
Vision/Beliefs
- d. Builds trust and promotes a sense of well-being between all stakeholders **Stakeholder/Community Involvement**
- e. Routinely celebrates and acknowledges district successes as well as areas needing growth.
Celebration/Acknowledgment
- f. Supports and engages in the positive cultural traditions of the community. **Stakeholder/Community Involvement**
- g. Creates opportunities for staff involvement in the community and community involvement in the schools.
Stakeholder/Community Involvement
- h. Creates an environment that values and promotes diversity. **Diversity**

STANDARD 7: INFLUENTIAL LEADERSHIP

Standard and Goal	Actions that Demonstrate the Standard	Evidence/Artifacts	Dates Initiated/Completed
Standard 7: Influential Leadership The superintendent promotes the success of learning and teaching by understanding, responding to, and influencing the larger political, social, economic, legal, ethical, and cultural context. From this knowledge, the superintendent works with the board of education to define mutual expectations, policies, and goals to ensure the academic success for all students	--Continue meeting with Dayton city officials	--Meeting Agenda s	--Ongoing
	--Conduct a joint Dayton City Council and School Board Meeting	--Meeting Agenda	--September 2025
	--Have LES and DHS student councils meet with city officials	--Meeting agenda and pictures posted to social media	--March 2026
	--Become a member of the NKY Workforce Investment Board	--Emails/Agendas/Minutes	--September 2025
	--Become a member of the NKY Works Committee	--Emails/Agendas/Minutes	--September 2025
	--Meet with state senator and state representative quarterly	--Email/Text Correspondence	--September 2024
	--Attend Frankfort during the Legislative session	--Agenda/Minutes from Legislative Session	--February 2026
	--Collaborate with Navigo and NKCES to provide a pathway after graduation for every senior	--A plan for every senior before graduation	--May 2026
	--Invite Matt Robbins, KASA finance specialist, to Dayton to review Dayton finances	--Recommendations from Matt, shared with board	--November 2025

Standard 7: Influential Leadership

POTENTIAL PRACTICES (Indicators): Working effectively with the Board of Education and the larger political structure. The superintendent...

- a. Understands the political systems involving the district **Political Context**
- b. Defines, understands, and communicates the impact on proposed legislation **Legal/Ethical**
- c. Applies laws, policies and procedures fairly, wisely, and considerately **Legal**
- d. Utilizes legal systems to protect the rights of students and staff and to improve learning opportunities **Legal**
- e. Accesses local, state and national political systems to provide input on critical educational issues **Political Context; Stakeholder/ Community Involvement**