

November 19, 2011

Board Work Session

November 18, 2011

1:00 PM

Board Conference Room

Adjourned 8:15 PM

November 19, 2011

10:00 AM

Board Conference Room

Adjourned 12:00 PM

VISION

To engage, challenge and prepare every student to realize their potential in learning and life.

MISSION

To provide the best facilities, most challenging curriculum, highest qualified, dedicated staff and broadest variety of opportunities.

STRATEGY

Superintendent (Profile):

- **Leadership and District Culture**
Establish leadership through empowering others, visioning, helping shape school culture and climate, and understanding multi-cultural and ethnic differences.
- **Communications and Community Relations**
Establish effective two-way communications not only with students, staff and parents, but the community as a whole, including beneficial relationships with the media and community groups. Respond to community feedback and build community support for the district.
- **Organizational Management**
Gather and analyze data for decision making and for making recommendations to the board.
- **Curriculum Planning Development**
Keep current with the latest designs in curriculum, teaching, learning, and testing theories.
- **Instructional Leadership**
Skills required to ensure that the most effective teaching techniques are in place and that all instructional resources are used to maximize student achievement. Apply research and best practices with respect to diversity sensitivities.
- **Human Resource Management**
Establish consistent method of hiring and leading staff to ensure highest level of performance and teaching results
Ensure there is a hire to retire professional development.
Skills in applying ethical, contractual, and legal requirements for personnel selection, development, retention, promotion, and dismissal
- **Values and Ethics of Leadership**
Understand and model appropriate value systems, ethics, and moral leadership. It also requires superintendents to exhibit multi-cultural and ethnic understanding and to coordinate with social agencies and human services to help students grow and develop as caring, informed citizens.
- **Labor Relationship**
Develop a relationship with union reps. Give technical advice to the board during labor negotiations, and/or to keep the board apprised of negotiation status, to understand and

November 19, 2011

effectively administer negotiated labor contracts, and to keep abreast of legislative changes affecting the collective bargaining process.

- **Policy and Governance**

Work with the board to formulate internal and external district policy, defining mutual expectations of performance with the board, and demonstrating good school governance to staff, students, and the community at large.

Long Term Goals

- Build and maintain community relations
- Explore any and all alternative educational models and opportunities
- District organization to optimize administrators, teachers and staff
- Generate an 80% employee engagement level
- Establish funding priorities
- Ensure district-wide assessment of all programs, operations and strategies

Short Term Goals

- Hire a superintendent by April 2012

STRATEGY

Facility Standards

Long Term Goals

- Ensure facility standards are established and maintained.
- Establish and implement an ongoing facility maintenance plan
- Ensure the campus facility plan is adhered to regarding facility decisions.
- Continuously assess, maintain and upgrade district facilities to ensure all current and future needs are served

Short Term Goals

- Pass a construction bond to maintain and upgrade facilities

STRATEGY

Financial Priorities

Long Term Goals

- Establish funding priorities and guidelines and review annually
- Explore alternative funding models and opportunities

November 19, 2011

Short Term Goals

- Establish funding priorities and guidelines
- Review and evaluate Budget Guiding Principles

STRATEGY

Curriculum

Long Term Goal

- Increase, establish and explore alternative education electives and opportunities
- Increase elective offerings including honors and college credits
- Align the curriculum and technology to optimize student career and academic education
- Establish an implementation plan for the Common Core Standards
- Continuously assess, maintain and upgrade district curriculum

Short Term Goals

- Consider re-establishing a curriculum committee

November 19, 2011

STRATEGY

Staff/Teacher

Long Term Goal

- Identify priorities and establish professional development program
- Establish and maintain performance standards and expectations
- Continuously assess current and future staffing needs
- Establish working relationship of mutual trust, common purpose and aligned outcomes among all staff, administrators, board and community

Short Term Goals

- Negotiate classified and certified financial contracts for 2012 - 2014