

## Interim Superintendent Goals 2020-2021

**Goal 1: Safe, Positive Culture and Climate: A purposeful focus on creating a caring, safe, fun, supportive, and positive learning and working environment for all students, district employees, parents, and community is manifest throughout the District.**

**Action: Increase visibility and accessibility as a leader in DCSD and in the community**

- Host at least one townhall per month
- Attend monthly principal meetings
- Meet with each department
- Attend school staff meetings (and/or conduct school visits as scheduled)
- Meet with BoE committees at least once this semester
- Attend regional meetings
- Implement 360 survey to gather feedback
  - Interim Superintendent (February)
  - Cabinet (February)
  - District Executive Directors, Directors and Coordinators (February/March)
  - Principals/Schools (February/March)

**Action: Regularly and effectively communicate with BoE and stakeholders**

- Effective BoE meeting facilitation
  - Calendar planning for priority topics
- Regular updates and information
  - Provide a weekly memo to the BoE
  - 2:1 meetings with BoE
  - Department Memo
- Work sessions to have dialogue with areas of focus
  - Reports and Monitoring dialogues
- Make strategic plan action steps and progress visible
- Provide regular COVID updates to our community
- Administer surveys to staff to gather feedback
- Develop organizational and community practices around communication

**Action: Define and develop agreed upon core values, behaviors, and collective commitments**

- Strategic Plan Initiative: This has begun with our strategic plan work and will be a priority in our strategic plan next steps with our action teams in 2021.

**Goal 2: Academic Excellence: All students have equitable access to a Douglas County public school that promotes growth in their cognitive, physical, social and emotional needs and builds on their strengths.**

**Action: Develop and implement supports for Professional Learning Communities (PLC) (Strategic Plan Initiative - Establish and sustain professional learning and practice around professional learning communities)**

- **Develop a common definition and expectations and commitments around PLCs**
- **Identify Priority Student Outcome metrics and targets**
- **Align District focus and resources to PLC and Student Priorities**
- **Align Data Protocols PK-12 with PLC work starting with English Language Arts (Reading and Writing) and Math**
  - Review Mid-Year iReady Data
    - Reading and Numeracy
    - Assist schools in identifying local performance gaps
  - School and classroom data protocols
    - Current state and progress monitoring through COVID 2020-2021
    - Action planning for students
    - Grade reports and interventions
  - Reading progress monitoring PK-8
    - Provide guidance and information for elementary teachers to complete evidence-based training in teaching reading
      - Writing strategies and assessment alignment PK-12
        - Audit our writing process
    - Graduation Competencies and Matriculation Data with Student Priorities

**Action: Support Social Emotional Learning (SEL) and mindfulness with teachers and students. (Strategic Plan Initiative: Ensure consistent implementation of the Multi Tiered System of Supports (MTSS) framework to include implementation of a comprehensive social-emotional learning (SEL) framework, trauma-informed practices, and restorative practices)**

- **Ongoing Professional Development and implementation of strategies for SEL**
  - Trauma informed PD and implementation of strategies
  - Provide mindfulness strategies to school teachers and staff

### **Goal 3: Formulate a Transition Plan for the Permanent Superintendent**

#### **Action: Utilize Strategic Plan to assess organization gaps**

- Collate feedback into an action plan
- Increase feedback from School Leaders for areas of focus and challenges with 360 feedback and systems of feedback from level and regional meetings
- Equity identified as a gap to be addressed with Cabinet level reorganization
  - Evaluate Equity and Actions to measure equity in our system
  - New SBB funding to support equity
  - Student Progress and Achievement
    - Access and opportunity for all students
    - Graduation Competencies and Matriculation Data with Student Priorities

#### **Action: Financial Well-Being: Increase communication regarding Budget**

- Share Budget process at BoE meeting and in Level Principal meetings in the Fall of 2020 and throughout Spring of 2021
- Continue to lead and manage through COVID-19 with clear and regular communication and concise planning for transitions and meeting challenges
  - Collaborate with BoE, employees and stakeholders a clear plan
    - Hybrid, in person, remote
    - Plans for high risk groups
    - Plans for transition
    - Plans for health mitigation strategies and vaccinations