
24-25 Superintendent Goals

August 27, 2024



Superintendent Contract: Relevant Sections

5. Goals and Objectives

Unless otherwise agreed in writing by the parties herein, on or prior to each 31st day of October within the term of this Contract, the Board and the Superintendent shall meet to establish and agree upon reasonable goals and objectives to be in effect for the succeeding school year for the Superintendent. Said goals and objectives shall be reduced to writing and be among the criteria by which the Superintendent is evaluated as herein provided.

6. Evaluation

6.1 The Board shall evaluate and assess in writing the performance of Superintendent at least once during the term of this Contract during each school year in which this Contract continues. This evaluation and assessment shall be based upon Superintendent's job description, and upon any goals and objectives with performance standards as agreed by the Board and Superintendent. At a minimum, this evaluation shall include a meeting between Superintendent and the Board in October of each year of this Contract to conduct the formative part of the evaluation and a meeting in March to conduct the summative evaluation.

Proposed 2024-2025 Superintendent Goals

GOAL 1:
Academic Achievement
and Growth

GOAL 2:
Sustain Positive
Climate and Culture

GOAL 3:
Address Enrollment
Challenges and
Funding Opportunities

GOAL 4:
Develop a Strategic
Plan to align with
Board Ends

GOAL 1: Academic Achievement and Growth

Objective: Improve academic growth and achievement for students over time and move Douglas County School District toward Accredited with Distinction status.

- Establish 2024-2025 system-wide priorities to promote student success.
- Reinforce system-wide priorities throughout the school year.
- Align system supports and resources with the priorities.
- Establish common expectations pertaining to mathematics programming.
- Focus on supporting interventions, through resources and training, for core programs.
- Focus on improvements in writing integration with core reading.
- Increase achievement and growth for students in subgroups.
- Refine and expand pathway opportunities for students.
- Develop Digital Literacy skills to include appropriate use of social media, devices, and artificial intelligence

GOAL 2: Sustain Positive Climate and Culture

Objective: Create and foster a work environment that will increase employee satisfaction and reduce turnover.

- Consistently promote and model organization-wide practices around climate and culture norms through expectations for leadership and personal conduct.
- Evaluate and create district-wide staff, student, and parent surveys to collect baseline data by the end of the school year.
- Increase training and accessibility of reporting for bullying, harassment, and discrimination for students, families, and staff.
- Increase engagement opportunities for staff, families, and the community.
- Explore opportunities to reduce administrative burdens on teachers and staff.
- Continue to explore creative retention strategies to further decrease organization turnover.

GOAL 3: Address Enrollment Challenges and Funding Opportunities

Objective: Lay the groundwork for a successful bond and mill levy override in November 2023 and execute on the bond/MLO plan in the event of a successful election.

- Plan and engage the community to address decline in the North Planning Area.
- Recommend policy and specific school consolidations in the North Planning Area.
- Develop a comprehensive long-term capital funding plan including ballot initiative recommendations.
- Develop and execute a comprehensive ballot initiative communication and outreach plan.
- Continue to educate school, district, business, political, and community leaders on Douglas County School District's celebrations, challenges, and opportunities and the impacts on our schools and community.
- Should a ballot initiative pass in 2024, transparently execute the use of the funding per the plan.
- Focus on developing and implementing strategies to increase enrollment district-wide.
- Further align processes for the accumulation and use of fund balance with best practices.

GOAL 4: Develop a Strategic Plan to Align with Board Ends

Objective: Evaluate current state and develop an action plan to increase access to opportunities for ALL students.

- Engage a partner to lead us through a comprehensive strategic planning process.
- Engage stakeholders in the strategic planning process.
- Communicate the finalized Plan.

Monitoring Schedule



- Once the BOE approves Ends and ELs, we will work collaboratively to develop a monitoring schedule, starting in January 2025.



Questions?

