

2023-2024 Proposed Superintendent Goals

Presented: September 12, 2023

GOAL 1: Academic Achievement and Growth

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

- Establish 2023-2024 system-wide priorities to promote student success.
- Reinforce system-wide priorities throughout the school year.
- Align system supports and resources with the priorities.
- Focus on supporting interventions, through resources and training, for core reading programs.
- Focus on the use of core program assessments to improve student learning.
- Focus on improvements in writing integration with core reading.
- Refine and expand pathway opportunities for students.
- Engage in statewide work around accountability, seeking local system input.

GOAL 2: Culture and Climate

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

- Consistently promote organization-wide practices around climate and culture norms through expectations for leadership and personal conduct.
- Create district-wide staff, student, and parent surveys to collect baseline data by the end of the school year.
- Follow board policy regarding the chain of communication for staff, parent, and community grievances.
- Offer open forums to employees and be willing to listen to and compile updated feedback.
- Continue to explore creative employee retention strategies.

- Continue to pursue creative solutions to recruit and grow our own licensed staff
- Demonstrate transparent communication. Communicate honestly and regularly with staff, parents and community. Clearly communicate challenges and how they are being addressed.
- Explore opportunities to reduce administrative burdens on teachers and staff.
- Continue to work to improve organization turnover.*

**Understanding that turnover due to lack of competitive pay may not be in the superintendent's control.*

GOAL 3: Bond/MLO Groundwork and Execution

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.

- Continue to deliver and refine messaging around our district's funding challenges and needs.
- Execute the comprehensive funding communication and outreach plan.
- Continue to educate school, district, business, political, and community leaders on Douglas County School District's funding and the impacts on our system and community.
- Create a transparent and clear bond/MLO plan.
- Should funding pass in 2023, transparently execute the use of the funding per the plan.
- Should funding not pass, create a comprehensive financial plan for moving the district forward.
- Continue community engagement on **Growth and Decline**.

GOAL 4: ADB-R: Access to Opportunities for all Students

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

- Engage the Equity Advisory Council to evaluate our current state.
- Increase knowledge and development around IMTSS.
- Increase awareness with students and families of opportunities.
- Incorporate data into Monitoring Reports.

- Begin assessment regarding the impact of weighting honors courses.
- Begin assessment regarding financial literacy access in high school.
- Develop implementation and training regarding recent policy changes in prevention of bullying.
- Begin assessing the impact of technology, social media, and AI on our students, mental health, and classroom engagement.
- Proactively address substance abuse.