



## *Superintendent Goals for 2016-17*

Nancy Allen-Mastro, Ed.D.

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The following are the individual professional growth goals for Superintendent Allen-Mastro for 2016-17. The superintendent may earn up to 4% of her salary for successfully attaining her individual growth goals. The goals are set in support of achieving Annual Districtwide Achievement and Implementation Targets, as well as the fulfillment of our six strategic goals outlined in the District Strategic Implementation Plan. The Strategic Implementation Plan can be found at [www.isd197.org](http://www.isd197.org) along with the District Scorecard, which is used to monitor and measure the District's overall progress towards attaining district goals.

**Goal 1:** Continue the work initiated in 2015-16 under the guidance of the District Management Council (DMC) to align resources to support strategic priorities.

### Deliverables

In FY2016, administration embedded strategies in the resource allocation process to ensure resources are fully aligned to its strategic priorities. This goal will result in identifying a way to shift existing funds to support an instructional coaching model in District 197, for initial implementation in 2017-18. We will also identify a list of additional spending shifts for consideration.

### Action Steps

1. Complete the DMC screening and sizing process for assessing expenditures in support areas other than instructional staffing.
  - a. Identify any areas for deep analysis and conduct the analysis, using an academic return on investment (A-ROI analysis) where feasible.
  - b. Summarize any potential areas for cost-shifting.
2. Identify a model to shift \$1.1M to support an instructional coaching initiative in the K-12 schools.
3. Identify possible shifts in spending in selected programs identified by administration for analysis.

### Link to Student Achievement

Goals A, B, C, and D: This project will enable our district to more effectively utilize the resources we currently have and ensure they are targeted towards achieving the highest level of student outcomes possible.

**Goal 2:** Support the formal launch of the TriDistrict Career and College Readiness Initiative.

### Deliverables

District 197 has entered into a TriDistrict partnership to design a new middle and high school experience to more fully prepare students to be career or college ready upon graduation. In this goal,



at least three significant business and/or nonprofit partnerships for career and college readiness will be secured, and outside funding options will be identified.

#### Action Steps

1. Work jointly with the TriDistrict Superintendents.
2. Provide mentoring and support to the new Lead Designer for the TriDistrict Career and College Readiness Initiative.
3. Identify and conduct outreach to key business and community partners in District 197, TriDistrict, and the metro area.
4. Identify avenues to leverage outside funding to support the initiative.

#### Link to Student Achievement

Goal C and D: This initiative will assist the district in personalizing learning, and preparing students to be career or college ready.

**Goal 3:** Transition the District to the “What Matters Most Framework” in Balanced Leadership.

#### Deliverables

Balanced Leadership© serves as the model for continuous improvement planning and administrative evaluation in District 197. Administrators will be trained in the “What Matters Most Framework,” which was recently added to Balanced Leadership©, for full implementation in 2017-18. The “What Matters Most Framework” consists of the following research-based practices:

- Guaranteeing that instruction is challenging, engaging, and intentional
- Ensuring curricular pathways to success
- Providing whole-child student supports
- Creating high-performance school cultures
- Developing data-drive, high-reliability districts systems

#### Action Steps

1. Provide administrators with training in the *What Matters Most Framework*.
2. Provide administrators training in how to embed the *What Matters Most Framework* into continuous improvement planning.
3. Assess where the district is currently at in implementing components of the *What Matters Most Framework*.
4. Identify next steps based on the initial assessment.
5. Link the *What Matters Most Framework* to our work in equity, personalized learning, and career and college readiness.

#### Link to Student Achievement

Goals A, B, C, D, E, and F: By understanding how the odds are stacked against underserved children and youth and implementing high-impact strategies to mitigate the barriers they face, students will achieve at higher levels.