



Superintendent Goals for 2014-15 – *End of Year Summary*

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Goal 1: Guide the district in developing the capacity to regularly determine Academic Return on Investment (A-ROI). This is year one of a two-year goal.

Action Steps

1. Join a cohort of districts to understand the A-ROI framework and apply the principles in year one of a two-year commitment.
 - **Completed**
 - ***Eight metro districts participating***
2. Participate in training from the District Management Council (DMC).
 - **Completed**
 - ***Annual DMC Superintendent Strategy Summit***
 - ***Mini-conferences (approximately every other month)***
 - ***DMC conference calls (district calls and shared calls with other participating districts)***
 - ***Annual Leadership Development Meeting***
3. Provide support to the Directors of Special Programs and Finance, each of whom will play a lead role in implementation and operational matters.
 - **Completed; ongoing**
 - ***Completed graphic organizers***
 - ***Participated in meetings and problem-solving sessions as needed***
4. With the Directors select a program or initiative to focus on in the district as an initial pilot test.
 - **Completed: *Elementary Leveled Literacy Instruction (LLI)***
5. Meet regularly with the Directors to monitor and evaluate the implementation process.
 - **Completed; ongoing**
 - ***District Team***
 - ***Subject Matter Expert Group***
6. Ensure regular updates are provided to the school board.
 - **Completed: *August 18; November 17; January 10; August 2015 (planned)***

Deliverable (Year One)

- a) Assessment of the readiness of the district to take action based on A-ROI. **Completed**
- b) A detailed roadmap for building internal capacity and structures to conduct A-ROI analysis in the future. **Completed**
- c) A calendar for when and how to integrate A-ROI into budget development and district planning in the future. **Completed**

Link to Student Achievement

- Improved program evaluation measures
- Ensure resources are targeted to programs that produce strong academic outcomes



Goal 2: Grow and develop the model of using Strategy Teams to guide the implementation of the 21 core strategies outlined in the District Strategic Framework. Strategy teams were initiated in the spring of 2014.

Action Steps

1. Support the planning process and ensure connections are made across teams through monthly meetings with the lead contact for the five strategy teams supporting the six strategic goals.
 - **Completed; met monthly on the first Tuesday**
2. Work with team leaders to further develop the strategy team model and make adjustments for improvement and enhancement as needed.
 - **Completed; ongoing discussion; revising model for 2015-16 school year; developed strategy team member survey to collect feedback**
3. Seek ways to provide essential resources that may be warranted to support the work of strategy teams.
 - **Completed; monthly team leader meetings; continually seeking additional resources and partnerships**
4. Affirm the work of strategy teams through various forms of recognition (e.g., personal notes, attendance at team meetings, email messages, and/or public recognition) and recognize their contributions and successes.
 - **Completed; staff newsletters; ongoing personal notes**
5. Monitor and evaluate the progress of strategy team as measured by the Annual Implementation Targets.
 - **Completed; monthly team leader meetings**

Deliverable

- a) Strategy team updates are communicated to the school board at monthly work sessions.
Completed
- b) Monthly reports will summarize progress towards implementing the core strategies for each of the six strategic goals. **Completed**

Link to Student Achievement

The District will make progress implementing the action steps for the 21 core strategies in the Strategic Implementation Plan.



Goal 3: Become a certified district trainer in Balanced Leadership by Mid-Continent Research on Education and Learning (McREL).

Action Steps

1. Attend four days of Developing Professional Developers (DPD) training in July with two district administrators.
 - **Completed in July 2014**
2. Know and understand the content in the Overview, Focus of Leadership, Managing Change, and Building Purposeful Communities training modules.
 - **Completed in July 2014**
3. Work with the other two administrators participating in the certification process to provide scheduled training in the four modules to new administrators and coordinators in the district.
 - **75% completed; one remaining training for new administrators in July 2015**
4. Work with the other two administrators participating in the certification process to provide scheduled training in the first two modules to teacher leaders via the district Teacher Academy.
 - **Completed**
5. Submit a recording of my instruction in each module to McREL for critique and feedback and participate in additional elements of McREL's quality assurance program as directed by the consultant.
 - **75% completed - Modules 1, 2, and 3 submitted and scored (passed); Module 4 will be completed in July 2015**
6. Collect participant evaluations of the sessions and submit them to McREL.
 - **Completed for Modules 1, 2, and 3**
7. Plan the second cohort of teacher leaders to participate in training in 2015-16.
 - **Completed; second cohort will meet in July 2015**

Deliverable

Successful completion of certification by June 2015. This certification will authorize me to train district personnel in the future. In addition, the district will be able to charge educators from other districts to participate in local trainings. **75% completed; 100% in July 2015**

Link to Student Achievement

Effective leadership has a positive and direct impact on student achievement. By incorporating the principles of the Balanced Leadership Framework into our culture, we will increase our focus on student achievement, more effectively manage change, and increase the collective efficacy of our staff.



Goal 4: Begin serving a three-year term on the Association for Metropolitan School District's (AMSD) Legislative Committee and use my role as a means to increase district and school board awareness and utilization of AMSD supports and services.

Action Steps

1. Attend monthly Legislative Committee meetings.
 - **Completed; ongoing**
2. Attend monthly AMSD meetings.
 - **Completed; ongoing**
3. After each monthly AMSD meeting, provide a summary report to the school board and cabinet on what was discussed; summarize implications or considerations pertinent to the district.
 - **Completed**
4. Increase my use of the AMSD website to monitor the legislative process and provide updates and key notices to school board members.
 - **Completed; shared in monthly reports, weekly bulletins, and emails as information became available**

Deliverable

- a) Monthly school board written summaries. **Completed; monthly report shared via Google Docs**
- b) Information is provided to the school board that assists them in promoting legislation that enhances the ability of the district to educate students and use financial and other resources wisely. **Completed**

Link to Student Achievement

Public policy and legislation have an impact on student achievement. When the legislature and other policy makers engage with school personnel and school board members before, during, and after the legislative season, they have a deeper understanding of the needs of schools and students. As a result, better legislation is likely to occur.



Goal 5. Further develop the use of online or electronic tools as a means to communicate with the public (e.g., blog, social media, Webinars) and expand the ways in which I routinely engage in face-to-face communication with the public.

Action Steps

1. Work with the Director of Communications to outline a framework for communicating from the superintendent's office.
 - **Completed**
2. Consult with the Parent Ambassador Network to understand what information the public would like to routinely receive from the superintendent as well as ask for suggestions on how the public prefers to engage with the superintendent.
 - **Completed**
3. Investigate the pros and cons of social media and online communication tools as an added form of dialogue with the public and examine its potential value.
 - **Completed; ongoing**
 - **Added Twitter as a superintendent communication tool**
 - **Delivered two webinars during the fall referendum campaign**
4. Share stories of student success and achievement.
 - **Completed:**
 1. **Delivered first State of the District address at a Rotary meeting in October 2014**
 2. **Sharing (ongoing) via Twitter**
 3. **Monthly School Board Recognitions**

Deliverable

- a) A superintendent communication plan is on file and communicated to the school board.
- b) A wide array of effective communication was distributed from the superintendent's office during the November 4th, 2014 district referendum information campaign.
- c) A variety of communication methods are employed on a routine, ongoing basis.
- d) Delivery of the District's first "State of the District" address to the community.