

# Superintendent Evaluation

2015-2016

## INDICATORS OF PROGRESS TOWARD DISTRICT GOALS (NUTS AND BOLTS)

Strategic Focus	Outcome Statements
<p><b>GOAL #1 ACADEMIC ACHIEVEMENT/COLLEGE AND CAREER READY</b></p> <p>Expectation: Point Arena Schools will prepare students to be ready to enroll in, and be successful in completing a course of study at Santa Rosa Junior college.</p> <p>Year 1: PAS will introduce students to the benefits of enrolling in Santa Rosa JC as well as other higher ed opportunities. In order to ensure their future success at the JC level, PAS will develop a plan to improve student attendance, participation and success in academic work. Data will be kept on enrollment rates as well as successful completion of SRJC programs.</p> <p>Year 2: PAS will expand student knowledge of career opportunities, evaluate successes and modify actions.</p> <p>Year 3: PAS will expand our college and career awareness program to lower grades.</p>	<ol style="list-style-type: none"> <li>1) Visitations to SRJC for trustees and staff will be provided to increase awareness and understanding of program offerings</li> <li>2) Board Policy Committee will investigate a minimum required attendance policy as part of high school graduation requirement and send recommendation forward to the Board for consideration</li> <li>3) Data on enrollment and our student program completion success rate will be collected to create a baseline and to monitor progress towards goal</li> <li>4) SRJC recruitment events will continue</li> <li>5) Counselor will meet with each student to create a career/academic pathway at SRJC that meets their individual interests</li> </ol> <p style="text-align: right;">Budget 2015-2016: \$15,000</p>
<p>The superintendent has sufficient authority to achieve this standard? Yes No</p> <p>The superintendent's rating for this standard is:</p> <p style="padding-left: 20px;">Unacceptable Needs Improvement Good Excellent Outstanding</p>	
<p>Written Comments:</p>	

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<p><b>GOAL #2 STUDENT HEALTH AND SAFETY</b></p> <p>Expectation: Point Arena Schools will reduce student use of alcohol/drugs by 50%</p> <p>Year 1: PAS will analyze historic student survey results regarding use, provide education for all, monitor the drug testing procedures, and continue to survey student use both in and outside school. PAS will partner with Action Network in this endeavor.</p> <p>Year 2: PAS will investigate and consider expansion to all extracurricular activities and administer testing to include other grade levels.</p> <p>Year 3: PAS will implement incentives for voluntary testing for all students.</p>	<ol style="list-style-type: none"> <li>1) Monitor and make necessary changes to drug testing protocol to ensure that student confidentiality and privacy is maintained</li> <li>2) Superintendent will forge partnership with Action Network</li> <li>3) In partnership with AN, conduct PRIDE survey to monitor data and progress towards goal</li> <li>4) Create opportunities for awareness and education regarding the health risks associated with marijuana, alcohol and drug use</li> <li>5) Partner with AN to educate our parents and community about the impact of marijuana use on the adolescent brain</li> </ol> <p>Budget 2015-2016: \$15,000</p>
<p>The superintendent has sufficient authority to achieve this standard? Yes No</p> <p>The superintendent's rating for this standard is:</p> <p style="text-align: center;">Unacceptable Needs Improvement Good Excellent Outstanding</p>	
<p>Written Comments:</p>	

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<p><b>GOAL #3 FISCALLY RESPONSIBLE STUDENT SUPPORT</b></p> <p>Expectation: Point Arena Schools will ensure that all allocations of resources result in improved student achievement.</p> <p>Year 1: PAS will create efficiencies in the budgeting process by giving principals and site leadership teams opportunities to participate in building site budgets to improve alignment of budget priorities with student achievement.</p> <p>Year 2: PAS will develop a process for program implementation and purchases so that resource allocations impact student achievement in the most efficient manner.</p> <p>Year 3: PAS will evaluate, quantify and expand program successes.</p>	<ol style="list-style-type: none"> <li>1) Superintendent to facilitate Budget Committee meetings, providing updates to the Board and other stakeholder groups, to increase transparency and understanding of budgets</li> <li>2) Superintendent to work with Bond Oversight Committee to finalize and close out Elementary Bond program</li> <li>3) Superintendent and Chief Financial Officer will have ongoing budget meetings with site administration so that site principals better understand their budgets</li> <li>4) Superintendent will bring recommendations to the Board of Trustees to align expenditures to revenues, eliminate any structural deficits, and curb any projected deficit trends</li> <li>5) Superintendent will ensure that budget reserve allocations are aligned to Strategic Action Plan</li> </ol> <p>Budget 2015-2016: -0-</p>
<p>The superintendent has sufficient authority to achieve this standard?    Yes    No</p> <p>The superintendent's rating for this standard is:</p> <p style="padding-left: 40px;">Unacceptable    Needs Improvement    Good    Excellent    Outstanding</p>	
<p>Written Comments:</p>	

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<b>Strategic Focus</b>	<b>Outcome Statements</b>
<p><b>GOAL #4 TECHNOLOGY EFFECTIVENESS</b></p> <p>Expectation: Point Arena Schools will utilize technology to improve academic successes through best practices.</p> <p>Year 1: PAS will evaluate our schools and other schools who are enjoying success utilizing technology to improve student outcomes. This information will guide the development of a comprehensive technology action plan. Implementation of the plan will begin through a pilot program – Spring 2016.</p> <p>Year 2: PAS will expand the pilot program where successes are noted, providing a trainer of trainers model to bring along additional classrooms.</p> <p>Year 3: PAS will evaluate and modify the technology plan as necessary.</p>	<ol style="list-style-type: none"> <li>1) A complete audit will be conducted to identify deficiencies in our technology infrastructure</li> <li>2) Additional servers and access points will be ordered to increase access and improve the performance of our network for students and staff</li> <li>3) An additional Access Point will be added to each room at the high school</li> <li>4) The networks at both sites will be reconfigured to have secure, admin, staff, students, WiFi for staff and students, as well as public VLans (6 VLans)</li> <li>5) Single point of failure will be eliminated in network design, instead going to a mesh topology</li> <li>6) We will move from a single mail server to two mail servers one at each site</li> <li>7) Technology visitations to high functioning model schools of technology will occur in the late fall and early spring</li> <li>8) Technology Best Practices will be identified and implemented</li> </ol> <p>Budget 2015-2016: \$100,000</p>
<p>The superintendent has sufficient authority to achieve this standard? Yes No</p> <p>The superintendent's rating for this standard is:</p> <p style="text-align: center;">Unacceptable Needs Improvement Good Excellent Outstanding</p>	
<p>Written Comments:</p>	

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<p><b>GOAL #5 COMMUNITY OUTREACH</b></p> <p>Expectation: Point Arena Schools will communicate regularly with the community to increase support of our schools and to enhance our image through transparency and informing others.</p> <p>Year 1: PAS will develop and implement a communications plan, based on current data, to reach out to organizations, newspapers, realtors, etc.</p> <p>Year 2: PAS will involve alumni and recent graduates by establishing a system to honor them, sharing their stories of success, to continue to create a connection with our community and provide motivation and models for our current students.</p> <p>Year 3: PAS will evaluate and modify our communication plan and alumni efforts as necessary.</p>	<ol style="list-style-type: none"> <li>1) The District will have agendas and minutes that are both transparent and meet the intent of Brown Act</li> <li>2) The Superintendent will produce ongoing communications to the community through the ICO, flyers, website and etc.</li> <li>3) Consistent messaging and progress monitoring of the Strategic Action Plan will occur through embedded reports within our Governance Calendar</li> </ol> <p style="text-align: right;">Budget 2015-2016: \$5,000</p>
<p>The superintendent has sufficient authority to achieve this standard?    Yes    No</p> <p>The superintendent's rating for this standard is:</p> <p style="text-align: center;">Unacceptable    Needs Improvement    Good    Excellent    Outstanding</p>	
<p>Written Comments:</p>	