

Governance Goals for Superintendent Evaluation 2017-2018

SUSD Mission, Vision, Values & Goals Statement	STEP	Timeline	NOTES	SUPPORT	BUDGET	FALL 2017 UPDATE	SPRING 2018 UPDATE	End of the Year 2018
Vision - Purposeful integration of educational technology.	*Review the current Sylvan Union School District Technology Plan * Develop a draft Technology plan aligned to the District LCAP and LCFF Budget. *Present draft plan to the Board of Trustees for approval.	Completed by March 2018.	Once the plan is reviewed and updated to align with the needs of the District, LCAP & LCFF the findings will be presented to the Board of Trustees for information and then approval.	The Director of Technology will lead the review and development of the draft plan.	LCFF Funding aligned to LCAP.	The team has met twice already and is working through a planning website.	The team has completed the process of collecting input and analyzing industry standards. The team took into consideration how the technology plan can support classroom instruction and the SUSD LCAP. Staff will be presenting the draft technology plan at the April 17, 2018, regular board meeting.	The 2018-2021 District Technology Plan was developed and approved by the Board in May. The plan outlines strategies for the next three years to facilitate the use of technology in the classroom and to support normal operations of all staff. Notable in this plan was the yearly budget for classroom/student technology to support continued instructional use of technology.
Values - Responsibility -We accept responsibility for the achievement of our students; Goals - Our students will continuously learn and achieve success at or above grade level.	Develop and communicate a plan of support for any school performing under the targeted threshold.	Completed plan will be presented to the Board of Trustees by the last Board meeting in August 2017.	In keeping with the Professional Learning Community model, all staff members are responsible for all of our students achieving at or above standards/grade level.	The plan will be developed, monitored and analyzed. The Board of Trustees will receive updates throughout the school year regarding the progress of the plan.	Aligned with 2017-2018 budget.	Plan was presented to the Board of Trustees September 2017. Status of progress will be presented to the Board at the Spring 2018 update.	Cabinet along with identified ELT members have been reviewing the plan to support targeted schools on an on-going basis. Multiple layers of support have been put into place to meet the needs of the targeted schools. Data Summits begin May 1, 2018, which will give us data to determine if our targets of support have been successful.	All but 2 of the targeted schools made gains in student achievement and an overall increase in the engagement of the collaborative team process. In addition, an increase to a positive school wide culture was identified. The 2 schools that did not make an overall increase with regards to student achievement are due to the lack of consistent site leadership which was the result of the site principal leaving mid-year.

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Values- Responsibility - We accept responsibility for the achievement of our students.	By January 2018 all administrative staff will be practicing The Breakthrough Coach procedures with a schedule that ensures principals are in classrooms 2 full days per week, and assistant principals are in classrooms 1 full day per week. Current Reality: Site administrators are in classrooms on an average of 1 day per week.	Completed by March 2018.	Data will be collected to support progress of goal.	The Breakthrough Coaching Training for all administrative staff and classified administration support staff - 2 full days with following coaching throughout the school year.	2017-2018 Unrestricted Lottery Funds.	As of November 2017, 19 out of 21 site administrators (principals and assistant principals) have met this target according to classroom visit data. Next Steps: Extended training through Breakthrough Coach Zoom Cast; additional collection of data prior to next reporting.	On going monthly Zoom Casts have taken place. This process consists of a Breakthrough Coach representative extending a deeper level of knowledge with each strategy embedded in the Breakthrough Coach process. Staff has just completed the sixth session on Monday, March 5th. Our final session will be held on April 9, 2018. All site leaders and their support person (office manager, discipline secretary, or etc.) have participated in the monthly hour Zoom Casts. During the training the teams are able to learn and collaborate with other site teams through technology devices. We have evidence that there is a deeper understanding of the Breakthrough process for both certificated and classified. Current data supports 19 out of 21 sites are fully engaged in two full days. Two of our sites are averaging at a day and a half a week. We continue to work in the direction to get 100% of our schools at the goal of 100% by the end of the school year.	As of May 25, 2018, 19 out of 21 site administrators (principals and assistant principals) have met this target according to classroom visit data.
Values- We accept responsibility for the achievement of our students; Goals - Our students will continuously learn and achieve success at or above grade level.	By May 2018 all administrative staff will ensure 100% of collaborative teacher teams will effectively address the "3 Big Ideas" of a PLC - Learning as Our Fundamental Purpose, Building a Collaborative Culture, and a Focus on Results". Current Reality: Districtwide there is approximately 40% of teacher teams effectively engaged in addressing the "3 Big Ideas".	Completed by April 2018.	Data will be collected to support progress of goal.	Embedded Solution Tree PLC Site Based Coaching.	2017-2018 Title 1 funds.	As of November 2017, we have a district average of 2.5 on a rubric of 0 to 4, with many teams approaching 3, which would be the goal for year one. This is according to Solution Tree's scale ranking collaborative teams effectively addressing the "PLC 3 Big Ideas"	We have evidence through our embedded Solution Tree PLC Site Based Coaching many of our elementary teams have made great gains. Feedback from our Solution Tree coaches and attending district office staff attest to the gains. We are still struggling with some teams and therefore we are looking at a differentiated level of support depending on the need of the team. We will going back out for another data collection during April/May and will be able to report actual rubric scores at the end of the school year.	All school sites have increased their engagement in the professional learning community process for the 2017-18 school year.

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