

Fort Smith Public Schools
Superintendent Goals 2018-2019

	Goal	Measurement of Completion	Target Date	Status
1	Continue to implement Vision 2023 Strategic Plan – Selected Goals Below:	Superintendent's Report and informational agenda items will reflect progress toward achievement of Vision 2023 Goals using Key Performance Indicators and other measures.	June 2019	
1a	Finalize Key Performance Indicators (KPIs) for each district division to serve as basis for more authentic evaluation process for senior-level leadership.	List of KPIs on Vision 2023 Matrix	August 2018	
1b	Oversee implementation of Campus Improvement Plans (CIPs)	Quarterly reports to Board will reflect implementation of CIPs.	Quarterly through June 2019	
1c	Implement system for students and other stakeholders to report threats anonymously	Information for system will be posted in highly visible campus locations and on the district web site	September 2018	
1d	Implement Phase I of Crisis Prevention and Intervention (CPI) training	KAPLA database will reflect completion of training	June 2019	
1e	Complete hiring of Vision 2023-related positions funded through efficiencies	Personnel Report will reflect hiring of these positions	September 2018	
1f	Increase number of hours of college credit earned by FSPS students	Hours of college credit earned by FSPS students will increase	June 2019	
2	Expand leadership development program to include aspiring assistant principal training			
3	Implement Millage 2018 Plan	Monthly reports to Board will reflect execution of Millage 2018 Plan	Monthly beginning August 2019	

3a	Secure services for review of district bidding processes	Recommendations will be shared with the Board	October 2018	
3b	Secure project management services	RFQ process will result in the recommendation of a project management firm	August 2018	
3c	Implement Millage 2018 Implementation Advisory Committee.	Minutes of quarterly meetings of the Millage 2018 Implementation Committee will be posted online	Quarterly through June 2019	
3d	Develop tentative master schedule	Completed tentative master schedule for Millage 2018 Plan will be posted online	October 2018	
3e	Reorganize Central Office	Updated organizational chart will be posted online	August 2018	
4	Leverage technology and best practices to create efficiencies, support instruction, improve customer service, and promote good governance			
4a	Implement energy management program	Energy use reports will reflect energy savings	July 2019	
4b	Complete phase-out of district print shop	District print shop will close	September 2019	
4c	Draft new process to complete revisions to Personnel section of the handbook using Arkansas School Board Association Policies as a model	Updated process will be brought to Board for approval	November 2018	
4d	Explore feasibility of curriculum audit	Compiled research about curriculum audit options	July 2019	
4e	Complete compensation study	Completed compensation study	July 2019	