Conditions for success

These commitments are part of the plan, not assumptions behind it.

Board/District commitments

- **Protected principal time.** Principals spend a set number of hours each week in classrooms during instruction (number to be set with principals). The board and district office keep requests that pull principals away from that time to a minimum.
- **Streamlined teacher evaluation.** The UETS-based rubric with GSIP embedded is simplified before 2027–28, so principals spend their time on short, frequent observations instead of paperwork.
- **Coaching capacity aimed at the targeted tier.** The district's three instructional coaches work mainly with targeted-tier teachers, freeing principals for the intensive tier.
- **A parallel principal cycle.** Each principal's goals are tied to their school's share of teachers at 50+ and to movement out of the intensive tier. The superintendent coaches principals on the same rhythm, judging them on multi-year movement rather than the end target alone, since principals need several years to show impact.
- **Fewer board data requests.** The board reviews goal results once a year and one leading indicator a month, rather than a stream of reports.

Monitoring and reporting cadence

The board sees goal measures once a year and leading indicators monthly, in the standing data segment we already committed to. This follows OLAG handbook practices 1.5–1.7 and the K–3 audit's three-checks-a-year expectation.

When	What the board reviews	Purpose
Fall (RISE release)	Goals 1–3: share of teachers at 50+, tier counts, below-proficient MGP and proficiency by subject and school; guardrails	Annual goal check
Fall, winter, spring	Goal 4: Acadience BOY, MOY and EOY benchmark and progress by grade and school	Early literacy check after each administration
Monthly	One leading indicator at a time: the coaching indicators under Conditions for success, or district interim results (e.g. inference and complex-text items) on 90-day plans	Shows whether the work is happening before growth data arrive
Summer	Annual plan review: progress, guardrails, board commitments kept, any target adjustments	Board self-evaluation against the plan