

SHERIDAN SCHOOL DISTRICT 48J



District Goals

- 1. Annually, 90% of SSD students in Math and Reading will meet individual growth targets, as measured by the Oregon State Assessments (grades 3-11) and STAR assessment system (grades K-2).**
- 2. Annually, all schools in SSD will improve their Report Card rating by 1 level as measured by the State of Oregon Report Card. Once a school has reached a level 4 rating the school will maintain that rating or higher.**
- 3. Annually increase 4 year and 5 year Graduation Rate by 3 percent, as measured by the State of Oregon Achievement Compact.**

**Sheridan School District
2016-17**

Name: Steven Sugg

Date: 4/19/17.

Domain 1: Leadership and District Culture This standard stresses the superintendent's performance in leadership through empowering others, visioning, helping shape school culture and climate, and understanding multicultural and ethnic differences.	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
1.1 Facilitates a community process to develop and implement a shared vision that focuses on improving student achievement			1	1	1
1.2 Promotes academic rigor that focuses on learning and excellence for schools				11	1
1.3 Creates and supports a community of learners that empowers others to reach high levels of performance to achieve the school's vision				11	1
1.4 Models learning for staff and students.			1	1	1
1.5 Promotes understanding and celebrating school/community cultures				111	
1.6 Promotes and expects a school-based climate of tolerance, acceptance and civility				1	11
1.7 Develops, implements, promotes and monitors continuous improvement				11	1

Comments:

**We have established a culture of shared leadership
Monitoring Student Progress with STAR
Partnering with ODE for District Improvement Partnership and School Improvement Grant
Improved Professional Development**

- Staff need to be held accountable
- Communication is a big issue

<p>Standard 2: POLICY AND GOVERNANCE</p> <p>This standard describes the superintendent’s ability to work with the board to formulate internal and external district policy, defining mutual expectations of performance with the board and demonstrating good school governance to staff, students and the community at large.</p>	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
2.1 Understands and articulates the system of public school governance and differentiates between policy-making and administrative roles					111
2.2 Establishes procedures for superintendent/board interpersonal and working relationships					111
2.3 Understands and interprets the role of federal, state and regional governments, policies and politics and their relationships to local districts and schools					111
2.4 Uses legal counsel in governance and procedures to avoid civil and criminal liabilities					111

Comments:

We have continued with board and teaching and learning team meetings
Update board policies as appropriate
I always work with legal counsel in matters of personnel or where I think we can go astray.

Domain 3: Communications and Community Relations This standard emphasizes the skills necessary to establish effective two-way communications not only with students, staff and parents, but the community as a whole, including beneficial relationships with the media. It also stresses responding to community feedback and building community support for the district.	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
3.1 Develops formal and informal techniques to gain external perceptions of the district			1		11
3.2 Demonstrates effective communication skills (written, verbal and non-verbal contexts, formal and informal settings, large and small groups and one-on-one environments)		1			11
3.3 Promotes stakeholder involvement, engagement and participation in the process of schooling				1	11
3.4 Establishes effective school/community relations, school/business partnerships and public service		1			11
3.5 Understands the role of media in shaping and forming opinions as well as how to work with the media					111

Comments:

- Friday Updates**
- Articles in the Bulletin Board**
- Facebook and Phone App**
- Twitter**
- Member of Rotary**

Standard 4: Organizational Management This standard requires the superintendent to gather and analyze data for decision making and for making recommendations to the board. It stresses the skills necessary to meet internal and external customer expectations and to effectively allocate resources.	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
4.1 Demonstrates budget management including financial forecasting, planning, cash-flow management, account auditing and monitoring					111
4.2 Develops and monitors long-range plans for school and district technology and information systems, making informed decisions about computer hardware and software, and staff development and training needs					111
4.3 Develops and monitors long-range plans for school and district.					111
4.4 Establishes procedures and practices for dealing with emergencies such as weather, threats to the school, student violence and trauma					111

Comments:

- Open and transparent budget process**
- Updating emergency procedures**
- Prioritizing spending to achieve our goals**
- Developing Technology Plan**

Standard 5: Curriculum Planning Development This standard addresses the superintendent’s skills in staying up-to-date in curriculum, teaching, learning and testing theories. It requires the superintendent to make sound recommendations for learning technologies .	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
5.1 Develops core curriculum design and delivery system based on content and assessment standards and best practices					111
5.2 Establishes curriculum planning to anticipate occupational trends, school-to-career needs and college preparation					111
5.3 Uses child development and learning theories in the creation of developmentally appropriate curriculum and instruction					111
5.4 Includes the use of computers, the Internet, distance learning and other technologies in educational programming					111
5.5 Involves faculty in enhancement and renewal of curriculum to ensure alignment of curriculum, instruction and assessment					111
5.6 Assesses student progress using a variety of appropriate techniques					111

Comments:

**Technology upgrades (Technology Leaders)
 Improving and expanding CTE (Ad, Marketing, Welding) programs
 We continue to search for programs to engage students**

- Need more/better electives to keep student engaged

Standard 6: Instructional Leadership This standard addresses what is to be taught, this standard emphasizes how it should be taught. It emphasizes the skills required to ensure that the most effective teaching techniques are in place and that all instructional resources are used to maximize student achievement. This standard also requires applying research and best practices with respect to diversity sensitivities.	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
6.1 Collaboratively develops, implements and monitors change process to improve student and adult learning				11	1
6.2 Implements appropriate safety and security practices in schools				1	11
6.3 Formulates plan to assess appropriate teaching methods, classroom management and strategies for all learners			1	1	1
6.4 Analyzes available instructional resources including applications of technology and assigns them in cost effective and equitable manner to enhance student outcomes				11	1
6.5 Establishes instructional strategies that include cultural diversity and differences in learning styles			1	1	1
6.6 Applies effective methods of providing, monitoring, evaluating and reporting student achievement and uses good research and assessment to improve the learning process				1	11
6.7 Encourages various staffing patterns, student grouping plans, class scheduling plans, school organizational structures, and facilities design processes to support various teaching strategies and desired student outcomes				1	11

Comments:

We continue to improve RTI, PBIS and Professional Development
Staying up to date on Safety and Security (Buzz in Doors)
Increasing technology at all grade levels
Using School Improvement Grant to add Pre-K program

- Need to work on communication

Standard 7: Human Resources Management This standard requires skills in developing and implementing a staff performance evaluation system. It also requires skills in applying ethical, contractual, and legal requirements for personnel selection, development, retention, promotion and dismissal.	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
7.1 Demonstrates use of system and staff evaluation data for personnel policies, decision-making, promotion of career growth and professional development				11	1
7.2 Identifies and applies appropriate policies, criteria and processes for the recruitment, selection, induction, compensation and separation of personnel with attention to issues of equity and diversity				11	1

Comments:

- We are working on improving our hiring process**
- We are attending at least 3 job recruitment fairs**
- We are working to redesign our compensation system to better align the system with district priorities and needs,**

Standard 8: Values and Ethnics of Leadership This standard requires the understanding and modeling of appropriate value systems, ethics and moral leadership. It also requires superintendents to exhibit multicultural and ethnic understanding and to coordinate with social agencies and human services to help students grow and develop as caring, informed citizens.	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
8.1 Exhibits multicultural and ethnic understanding and sensitivity				11	1
8.2 Describes role of schooling in a democratic society				1	11
8.3 Manifests a professional code of ethics and demonstrates personal integrity				1	11
8.4 Models accepted moral and ethical standards in all interactions				11	1
8.5 Explores and develops ways to find common ground in dealing with difficult and divisive issues. Describes role of schooling in a democratic society. Exhibits multicultural and ethnic understanding and sensitivity.			1	1	1
8.6 Promotes the establishment of moral and ethical practices in every classroom, every school, and throughout the district. A professional code of ethics and demonstrate personal integrity				1	11

Comments:

I believe I show integrity in everything I do.

I am developing cooperative relationships with our Charter Schools, unions and community

I am holding all staff to a high standard of conduct

- We still have a lot of work to do on the Culture of our schools
- All staff need to be held accountable
- Problems need to be handled immediately

Standard 9: Labor Relations This performance standard requires the superintendent to provide technical advice to the board during labor negotiations, to keep the board apprised of negotiation status, to understand and effectively administer negotiated labor contracts, and to keep abreast of legislative changes affecting the collective bargaining process.	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
9.1 Develops bargaining strategies based upon collective bargaining laws and processes					111
9.2 Identifies contract language issues and proposes modifications					111
9.3 Participates in the collective bargaining processes as determined by the Board					111
9.4 Establishes productive relationships with bargaining groups while managing contracts effectively					111

Comments:

**I have developed a good relationship with the union and one that is firm
 I am involved in the process of bargaining with both unions and feel that our relationships are cooperative**

- Need to make sure all incidents are documented, even if there is a question whether or not to.