

**Brackett Independent School District
Proposed Superintendent Goals
2012 – 2013 School Year**

I. Educational Leadership

1. Instructional Management: The superintendent manages an assessment and improvement system for student learning in the major academic subjects that results in the ongoing improvement in student achievement. The board shall see:
 - A. Information on how the district determines deficiencies or areas for improvement in instruction and curriculum.
 - B. An annual report of instructional areas needing attention, as revealed by the system.
 - C. Annual reports of remediation and instructional improvement efforts implemented, cost, progress, and results as they become available.
 - D. A trend of ongoing improvement as reflected in longitudinal data on student scores.

2. Student Services Management: The superintendent oversees a program of student services tied to defined goals and objectives. The board shall see:
 - A. Annual goals, targets, or benchmarks and rationale behind them, for counseling services, health and safety programs, extracurricular programs, and students' discipline.
 - B. Semi-annual monitoring reports for student services programs, related to goals and targets.

3. Staff Development and Professional Growth: The superintendent oversees a program of staff development designed to improve district performance. The board shall see:
 - A. An annual summary of the staff development plan, including goals for the program tied to district assessment data and staff appraisal data, and administration-defined measures of assessing program success.
 - B. An annual summary of the staff development plan, including goals for the program tied to district assessment data and staff appraisal data, and administration-defined measures for assessing program success.

II. District Management

4. Facilities and Operations Management: The superintendent maintains a management system designed to produce ongoing efficiencies in major district operations, including transportation, food services, and building maintenance and operations. The board shall see:
 - A. Annual goals, targets, or benchmarks and the monitoring process, to be used by administration to assess efficiency in the targeted areas.
 - B. An annual report on success in terms of the goals, including longitudinal data.
 - C. A general trend toward improvement in each area, as defined by goals, targets, and benchmarks used.

5. Fiscal Management: The superintendent manages a budget development, implementation, and monitoring process that reflects sound business and fiscal practices and that supports district goals. The board shall see:
 - A. Budget assumptions and priorities, prior to development of the budget.
 - B. Contingency plans for addressing any anticipated changes in district circumstances that could affect district finances in future years.
 - C. Recommended budget in line with established assumptions and district priorities.
 - D. Quarterly financial reports showing implementation compared to adopted budget.
 - E. End of year results that are generally consistent with adopted budget.
 - F. Administrative procedures instituted to reduce the risk of fraud.

6. Human Resources Management: The superintendent oversees a comprehensive human resources program (recruitment, retention, staffing organization, compensation and benefits, staff recognition and support), tied to defined goals and targets developed by administration for board review. The board shall see:
 - A. An annual list of goals, targets, or benchmarks for human resource services, related to one or more of the major functions listed above.
 - B. An annual report on the success of the staff development program as demonstrated by administration-defined measures.

III. Board and Community Relations

7. Board Relations: The superintendent maintains a positive and productive working relationship with the board of trustees. The board shall see:
 - A. Evidence that during the prior evaluation year the board was kept informed of significant issues as they arose.
 - B. Evidence that during the prior evaluation year the superintendent responded in a timely and complete manner to board requests for information that were consistent with board policy and established procedures.
 - C. Recommendations and appropriate supporting materials on matters for board decision.
 - D. Evidence that the superintendent's actions appropriately supported board policy and decisions with the staff and community

8. Community Relations: The superintendent maintains a positive and productive relationship with the community. The board shall see:
 - A. Information detailing the district's internal and external communication strategies.
 - B. Evidence of methods for community and business involvement in schools. Evidence of methods or programs to encourage community and business participation in and with the school district.