District Goals

1. *Student Achievement*

   a. School Report Cards

2. *Stewardship of District Resources*

   a. District Audit Report

3. *Stakeholder Engagement*

   a. 21st CCLC Parent Night Show Case

   b. Work with OregonAsk for sustainability and community support

Sheridan School District
2012-2013

Name: A.J. Grauer   **Date: __2/08/13_____**

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:					
1.2 Promotes academic rigor that focuses on learning and excellence for schools					
1.3 Creates and supports a community of learners that empowers others to reach high levels of performance to achieve the school's vision					
1.7 Develops, implements, promotes and monitors continuous improvement					

Comments:

1.2   Introduction of Monday Professional Development Plan – see attached
        Development of Professional Development 4 year plan –continued to be updated
        Continued improvement of student scores district wide
        Staff training on BYOC, Web based Curriculum System, Common Formative Assessments

1.3   Development and implementation of the PLC Handbook
        Continued training on Common Standards and Curriculum Mapping

1.7   Student Progress
        Continued growth of the before and afterschool programs – change in leadership
        Parent and Community involvement with sustaining before and afterschool programs
        Achievement Compact Advisory Committee

Domain 2: 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:					
2.1 Develops formal and informal techniques to gain external perceptions of the district					
2.5 Understands the role of media in shaping and forming opinions as well as how to work with the media					

Comments:

2.1   Introduction of new District website
         District listserv to email to those who sign-up to date district information
         Have worked with parents and community members to create the Sheridan Education Foundation
         Meet with Rotary on a regular basis, Reading for All community initiative – Blue drop box for books
         Started and try and update the District Facebook page
         Annual State of the Schools Report – see attached

2.5   Working with the media in today's social media world is a constant –
         The continued update of our new website will allow for better information to the community and responses to Board questions
         A staff member from WESD was hired for one day a week to work with teachers and administrators on the use of technology and implementing changes.

Domain 3: 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:					
3.1 Demonstrates budget management including financial forecasting, planning, cash-flow management, account auditing and monitoring					
3.3 Develops and monitors long-range plans for school and district.					

Comments:

3.1
- We continue our conservative approach, utilizing a team approach.
- Our audits provide an excellent overview of how we have done.

3.3
- This is an area that we are making progress within a long range plan. To date:
  - We continue to improved our tech support for all staff at a savings
  - Upgrading of the network to support wireless Internet and a District-wide VOIP Phone System
  - We have hired WESD Project Manager to prepare for the Re-Funding of the Bond
  - Surveyed parents on what they see as our facility priorities

Domain 4: 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:					
4.1 Develop core curriculum design and delivery system based on content and assessment standards and best practices					
4.5 Involves faculty in enhancement and renewal of curriculum to ensure alignment of curriculum, instruction and assessment					
4.6 Assesses student progress using a variety of appropriate techniques					

Comments:

4.1   PLC groups the BYOC process to update district curriculum and map it with the new State Common Core Standards
         Our curriculum is now available on the district website for teachers to have easy access and provide updates
         All teachers have received training on Common Formative Assessments that are to be utilized with the State Common Core Standards and
          District curriculum

4.5   PLC groups are involved in all aspects of their curriculum under the supervision of PLC leaders and building administrators.
         All administrators and teachers have received training is curriculum mapping and alignments – This is a priority for the district.
         We are contracting with the WESD to provide a person one day a week to help assist with this process and continue to streamline down to the
         classroom

4.6   Dean attends the WESD Curriculum meetings and works with administrators on what is new.
         Dean is working with the high school staff on the implementation of new graduation requirements and meeting the State Essential skills.
         Marti has taken on the role of district Assessment Coordinator
         Candace continues to support and grow the AVID programs in the district, as well as work with the continued growth of our special programs
         and SPED

Domain 5: Instructional Leadership	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
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.					
Performance Indicators:					
5.6 Applies effective methods of providing, monitoring, evaluating and reporting student achievement and uses good research and assessment to improve the learning process					
5.7 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					

Comments:

5.6   The STA committee has met several times and has developed a draft of our new Professional Growth and Evaluation System come into compliance with Senate Bill
Teachers will have an opportunity to review and make changes before the final copy is adopted.
All of the new formative assessments are based on best practices and research – the assessments must be written to inform progress on the State Common Core Standards.

Opportunity House is now Spartan Academy for grades 6-12. Students are now housed in the Winniema building on the North side of the high school. Students use e2020 curriculum online. Students may have the option of taking classes in the high school building if they are meeting attendance requirements.

Domain 6: 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:					
6.1 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					
6.2 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 ethic understanding and sensitivity.					
6.3 Models accepted moral and ethical standards in all interactions					

Comments:

6.1
- I have met with each PLC group answering their questions and providing district information
- Staff and students understand what we expect and are doing a great job!

6.2
- The teacher's union STA and I have not met as often this year. When we do meet topics of our meetings include; school calendar, district budget, New evaluation SB 290 and other timely conversations.

6.3
- I enjoy learning new ways to work with individuals, groups and organizations, as for my ethical judgment? It is very important to me to follow all standards expected of a Superintendent.

Domain 7: 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:					
7.1 Establishes productive relationships with bargaining groups while managing contracts effectively					
7.3 Participates in the collective bargaining processes as determined by the Board					

Comments:

7.1

I believe our relationship is open and I invite them to come and talk to me whenever an issue arises. However, they must follow their chain of command first if it is an issue in their building. We settled with the teachers last year after a couple of short meetings and we are bargaining with our classified group and I expect that process to be short as well.

Currently we are negotiating with SJS and have chosen to use a paper exchange system. Making for a long process.

7.3

I am here to serve as the Board wishes and represent their views in meetings as well as bargaining.