

1 - Facilities

Goal	Benchmark(s)	Evaluation & Notes
1. Development and implementation of plans to provide a cafeteria for the JH and HS Campuses. 2. The Superintendent will insure timely maintenance and upkeep of facilities and grounds	<input type="checkbox"/> Blue Prints <input type="checkbox"/> Finished Product <input type="checkbox"/> Reagan Elementary <input type="checkbox"/> Travis Middle School <input type="checkbox"/> Quanah High School <input type="checkbox"/> Athletic Facilities	

2 - Improved Student Performance

Goal	Benchmark(s)	Evaluation & Notes
3. The district will increase the number of college credits received by high school students upon graduation. 4. The district will continue to improve in CATE courses and programs. 5. The district will improve the Writing Curriculum and performance across all campuses. 6. The district will improve performance on Social Studies portions of the STAAR and EOC	<input type="checkbox"/> Transcripts <input type="checkbox"/> # of Dual Credit <input type="checkbox"/> Performance of CATE Organizations <input type="checkbox"/> Test Data <input type="checkbox"/> Test Data	

3 - School / Organization Improvement

Goal	Benchmark(s)	Evaluation & Notes
7. It shall be a District objective that every department offers the highest quality service and performance. 8. Ensure that the success center program and special education program serve their targeted students well.	<input type="checkbox"/> Subjective judgement by Trustees <input type="checkbox"/> Students show growth in classroom and testing	

9. Continued 1 to 1 Technology in 9-12		
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4 - Personnel Management

Goal	Benchmark(s)	Evaluation & Notes
10. Personnel who hold supervisory positions should perform up to the requirements of that position as articulated in the job description.	<input type="checkbox"/> Subjective judgement by Trustees & Superintendent	
11. Where required by national standards, all teachers are to be rated "Highly Qualified."	<input type="checkbox"/> Assessment of certifications	
12. The superintendent effectively delegates authority and responsibility.	<input type="checkbox"/> Subjective judgement by Trustees	
13. The superintendent will look for ways to compensate employees either through pay raises, stipends or extra steps within the pay scale.	<input type="checkbox"/> Evidence of compensation	
14. The superintendent will implement ways to improve teacher and staff morale.	<input type="checkbox"/> Subjective judgement by Trustees	

5 - Management of Administrative, Safety and Finances

Goal	Benchmark(s)	Evaluation & Notes
15. The district will continue to provide for school safety on all campus facilities and grounds	<input type="checkbox"/> Subjective judgement by Trustees	
16. The district will improve communication between campuses and with community.	<input type="checkbox"/> Subjective judgement by Trustees	
17. Maintain school finances that exhibit extremely high levels of fiscal responsibility.	<input type="checkbox"/> Healthy Fund Balance <input type="checkbox"/> First Rating/Audit Report	
18. The superintendent manages a budget development, implementation, and monitoring process that reflects sound business and fiscal practices and that supports	<input type="checkbox"/> Annual Budget <input type="checkbox"/> Audit Report <input type="checkbox"/> At least quarterly financial reports	

district goals.		
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6 - Student Management

Goal	Benchmark(s)	Evaluation & Notes
19. Teachers and staff should have regular communication with parents and the community.	<input type="checkbox"/> Teacher Blogs <input type="checkbox"/> Social Media (Facebook, Twitter)	
20. The superintendent promotes improvement of instruction and student performance.	<input type="checkbox"/> State TAPR reports <input type="checkbox"/> Federal AYP reports	
21. The superintendent promotes positive student conduct.	<input type="checkbox"/> Subjective judgement by Trustees	

7 - School - Community Relations

Goal	Benchmark(s)	Evaluation & Notes
22. Wireless Internet access that is reliable, stable, and robust will be provided for the school/students.	<input type="checkbox"/> Subjective judgement by Trustees	
23. Provide Community with Regular Correspondence about the happenings at QISD	<input type="checkbox"/> Social Media (Blogs, Facebook, Twitter) <input type="checkbox"/> Traditional Media (Newspaper, Radio, Newsletters)	
24. The superintendent fosters a positive staff and student morale.	<input type="checkbox"/> Subjective judgement by Trustees	
25. The superintendent promotes a positive tone for school or community relations.	<input type="checkbox"/> Subjective judgement by Trustees	

8 - Professional Growth and Development

Goal	Benchmark(s)	Evaluation & Notes
26. Attends required training at the Region and State level to stay current with educational issues.	<input type="checkbox"/> Superintendent's calendar	
27. The superintendent provides leadership in professional growth and development.	<input type="checkbox"/> Subjective judgement by Trustees	

