

Professional Goals

Jenn Peter, Superintendent
Belmond-Klemme Community School District
2024-2025

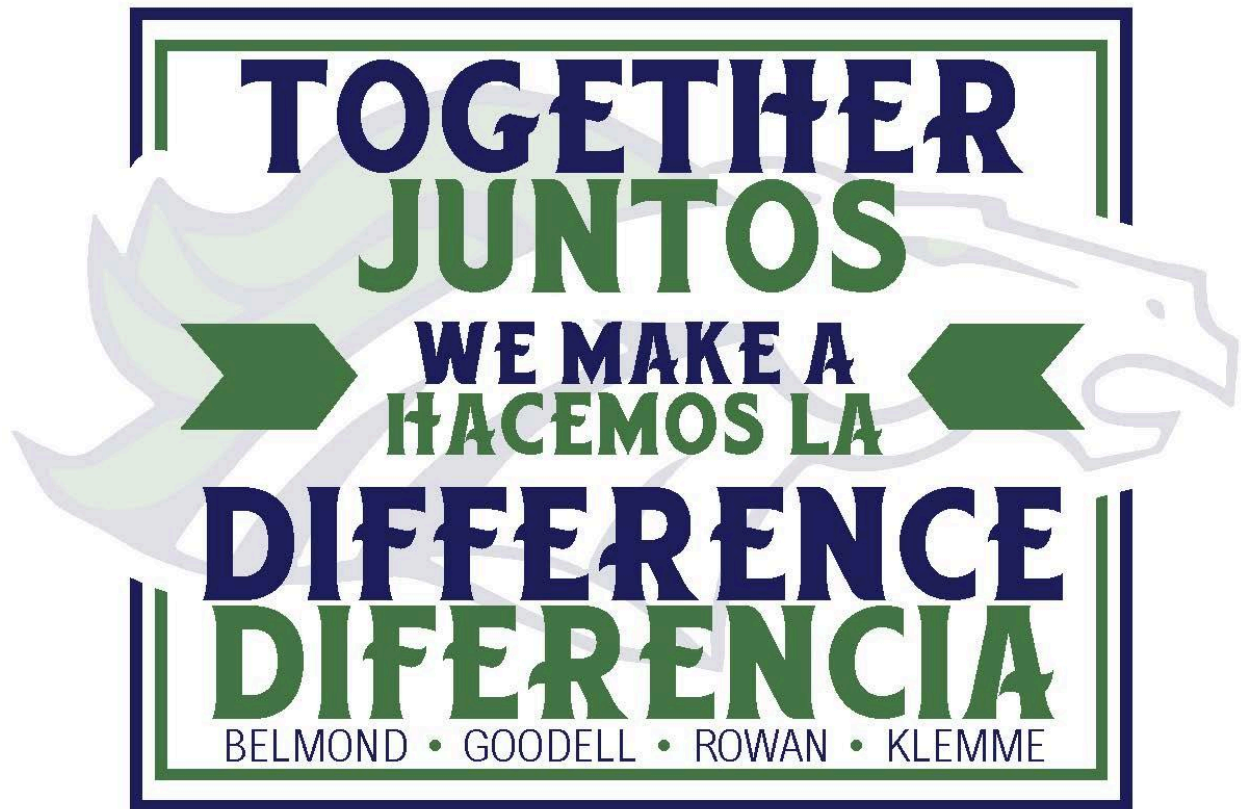
CORE VALUES

Advocacy

Collaboration

Equity

1. Develop relationships with staff, students, families, and community and create and cultivate opportunities for collaboration. - CULTURE AND CLIMATE
2. Create a 5 year facility plan that includes the buildings, equipment, athletics and activities. - FACILITIES
3. Maintain and further develop an atmosphere of continuous improvement and effective teaching and learning based on student data. - INSTRUCTIONAL PRACTICES



Standard 1: Mission, Vision and Core Values

Educational leaders develop, advocate, and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of each student.

TASKS

- Listening sessions - Listening sessions will be conducted to assess the current condition of the district based on perceived strengths and weaknesses.
 - Individual Board Members
 - Principals
 - Teachers (individually where possible)
 - Directors - Athletic, Transportation, Buildings and Grounds, Technology, Nutrition
 - Central Office staff
 - Non-certified staff (individually where possible)
 - Community members including city governments, ministers, businesses, organizations and parents
- Develop Board Goals - Work with the board in a retreat setting to determine the goals of the board. Goals will be written in each of the following areas:

- Instructional Programs
- Extracurricular Programs
- Financial Goals
- Long range planning
- Work with individual principals to develop professional goals at both a building and district level.

Standard 2: Ethics and Professional Norms

Educational leaders act ethically and according to [professional norms](#) to promote each student's academic success and well-being.

TASKS

- Utilize and be transparent using the decision making guide (See Attached)
- Analyze trends in financial, student and district data to determine areas for growth and celebrations.
- Develop a welcome back speech for staff
 - Introduce myself and my personal values and vision
 - Clarify expectations
 - Provide opportunities for connection
- Review employee handbook and student handbooks

Standard 3: Equity and Cultural Responsiveness

Educational leaders strive for equity of educational opportunity and culturally responsive practices to promote each student's academic success and well-being.

TASKS

- Utilize listening sessions to determine current reality.
- Analyze data related to different groups such as, low income, students with IEPs, and ELL students.
- Create communication in both English and Spanish for the community.
- Ensure cultural representation on SIAC
- Review current Lau Plan and District Developed Service Delivery Plan and update as needed
- Provide communication in both English and Spanish as often as possible
- Ensure translation services are consistently available

Standard 4: Curriculum, Instruction, and Assessment

Educational leaders develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote each student's academic success and well-being.

TASKS

- Determine current curriculum used starting with ELA, math, science, and social studies
- Evaluate the consistency of implementation
- Conduct walkthroughs of classrooms on a routine basis

Standard 5: Community of Care and Support for Students

Educational leaders cultivate an inclusive, caring, and supportive school community that promotes the academic success and well-being of each student.

TASKS

- Promote personal mission “Together We Make a Difference” to cultivate a caring and inclusive school community
- Work with principals to develop connections across district personnel
- Work closely with the Belmond Independent to promote the students and their successes
- Continue using the work of Willow Sweeney to create a Top 20 school
- Ensure a welcome greeting at each attendance center
- Ride bus routes and be visible during lunch and extra curricular to determine the safety of students in non-instructional settings
- Regularly send postcards, notecards and emails expressing appreciation for the good things happening

Standard 6: Professional Capacity of School Personnel

Educational leaders develop the professional capacity and practice of school personnel to promote each student's academic success and well-being.

TASKS

- Hold weekly one on one meetings with directors and principals to keep open communication and develop their professional skills

- Have regular interactions by classroom walkthroughs and informal conversations to determine professional development needs
- Meet regularly with TLC
- Determine steps for creating a strategic plan for the district

Standard 7: Professional Community for Teachers and Staff

Educational leaders foster a professional community of teachers and other professional staff to promote each student's academic success and well-being.

TASKS

- Send out a questionnaire to gather input from staff regarding strengths and challenges
- Conduct listening sessions
- Send out a spring feedback form to determine continued needs
- Hold weekly one on one meetings with directors and administrators

Standard 8: Meaningful Engagement with Families and Community

Educational leaders foster a professional community of teachers and other professional staff to promote each student's academic success and well-being.

TASKS

- Participate in Belmond Growth Alliance
- Attend city council meetings for Rowan, Goodell, Klemme and Belmond
- Meet one on one with city administrators
- Conduct SIAC meetings
- Foster a positive relationship with The Belmond Independent
- Attend extracurricular events
- Meet with state legislators

Standard 9: Operations and Management

Educational leaders manage school operations and resources to promote each student's academic success and well-being.

TASKS

- Analyze current reality involving processes, protocols, and needs
- Meet weekly with directors and monthly with all directors and administrators to ensure all operations work with each other
- Hold problem solving sessions to determine root cause

Standard 10: School Improvement

Educational leaders act as agents of [continuous improvement](#) to promote each student's academic success and well-being.

TASKS

- Work with the school board to create district goals
- Work with building administrators to create district and building level goals
- Conduct frequent walkthroughs and informal conversations with staff and community members