

# Superintendent's Goals 2021-2022

## SUPERINTENDENT GOAL ONE:

During the 2021-2022 school year, the Superintendent will build positive relationships with staff, students, the union, the board of education and community in order to provide a safe, respectful and welcoming learning environment that fosters a climate of support and respect and instills a sense of community among its students, families and staff.

Purpose of goal: To have a resilient school community I must build a culture of trust and open communication.

Measurable Progress Indicator: Each month I will attend no less than two school functions. The attendance of these meetings will be documented and presented to the board in May 2022. In addition, the document will also include board communication, meetings with union and community leaders, parent, and staff surveys as well as a synopsis of the impact of my bi-weekly podcasts on our academic community.

## SUPERINTENDENT GOAL TWO:

During the 2021-2022 school year, the Superintendent, in consultation with the Assistant Superintendent of Curriculum and Instruction and the Chief School Business Official (CSBO), will strive to meet the state board of education spending goals in relation to ESSER funding.

Purpose of goal: Increase academic achievement level of students identified as below grade level by providing staff with the resources necessary to address learning loss.

Measurable Progress Indicator: Have meetings with principals at the start of the year to develop a plan on how to use the resources gained from ESSER funding and how it impacted student achievement of students. Presentation to the board in October to describe the plan and another presentation in May to present the results.

## SUPERINTENDENT GOAL THREE:

During the 2021-2022 school year, the Superintendent, in consultation with the building principals, will promote student academic and co-curricular accomplishments through recognition programs.

# Superintendent's Goals 2021-2022

Purpose of goal: Positive reinforcement for and encouragement of modeling behaviors that increases academic achievement and student social and emotional well-being.

Measurable Progress Indicator: Highly effective MTSS processes will be utilized to determine successful disciplinary interventions resulting in a 2% decrease of out of school suspensions.

## SUPERINTENDENT GOAL FOUR:

During the 2021-2022 school year, the Superintendent will collaborate with the District's Human Resources Department to recruit, develop, support, retain and celebrate high quality educators.

Purpose of goal: To develop a clear vision on how to support teachers to embrace professional growth and increase our ability to recruit the very best educators to Harlem.

Measurable Progress Indicator:

Increase our teacher retention rate from 84.4% to at least the state average of 85.9%. We were at 88% in 2019. Presentation to the board on activities used to address this goal will be done at the May board meeting.

## **STEP 2: END-OF-YEAR REVIEW OF GOAL ATTAINMENT**

At the end of the year, board members assign ratings, along with supporting evidence, for the superintendent based on the accomplishment of board-approved goals. Presentations made by the superintendent to the board throughout the year, along with an ongoing discussion of progress toward goals, will provide board members with necessary data and evidence.

### SUPERINTENDENT GOAL ONE: EVIDENCE OF ATTAINMENT

BOARD MEMBER RATING (circle the appropriate response)

1  
UNSATISFACTORY

2  
SATISFACTORY

3  
EXEMPLARY

COMMENTS:

# Superintendent's Goals 2021-2022

SUPERINTENDENT GOAL TWO: EVIDENCE OF ATTAINMENT

---

---

---

---

BOARD MEMBER RATING (circle the appropriate response)

1	2	3
UNSATISFACTORY	SATISFACTORY	EXEMPLARY

COMMENTS:

---

---

SUPERINTENDENT GOAL THREE: EVIDENCE OF ATTAINMENT

---

---

---

---

BOARD MEMBER RATING (circle the appropriate response)

1	2	3
UNSATISFACTORY	SATISFACTORY	EXEMPLARY

COMMENTS:

---

---

SUPERINTENDENT GOAL Four: EVIDENCE OF ATTAINMENT

---

---

---

---

BOARD MEMBER RATING (circle the appropriate response)

1	2	3
UNSATISFACTORY	SATISFACTORY	EXEMPLARY

COMMENTS:

---

---

---

## OVERALL END-OF-YEAR SUMMARY EVALUATION

---

Place one check [✓] in each row for each standard and one check [✓] for overall rating.

---

# Superintendent's Goals 2021-2022

PERFORMANCE STANDARD	UNSATISFACTORY 1	SATISFACTORY 2	EXEMPLARY 3
GOAL ONE			
GOAL TWO			
GOAL THREE			
GOAL FOUR			
<b>OVERALL RATING</b>			

- A. Of the standards listed, which is the superintendent's greatest strength? How does this strength directly contribute to district goals?
  
- B. Of the standards listed, which is presenting the greatest challenge to the achievement of district goals?
  
- C. What supports might the board offer to enhance the superintendent's strengths and promote success over existing challenges?
  
- D. Superintendent Comments:

---

Evaluation Period: \_\_\_\_\_, 20\_\_ to \_\_\_\_\_, 20\_\_

Superintendent's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Board President's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

---

# Superintendent's Goals 2021-2022