



BOARD MEETING DATE
October 24, 2011

APPROVAL OF SUPERINTENDENT'S GOALS FOR 2011-2012

POLICY ISSUE/SITUATION

The Superintendent's Goals for 2011-2012 are presented for School Board approval.

RECOMMENDATION:

(11-88) BE IT RESOLVED that the Beaverton School Board approve the Superintendent's Goals for the 2011-2012 school year.

The Beaverton School District recognizes the diversity and worth of all individuals and groups. It is the policy of the Beaverton School District that there will be no discrimination or harassment of individuals or groups based on race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, marital status, age, veterans' status, genetic information or disability in any educational programs, activities or employment.

SUPERINTENDENT'S GOALS FOR THE 2011 – 2012 SCHOOL YEAR

As the Superintendent of the Beaverton School District I propose being accountable to the following areas of progress:

I will:

- Make tangible progress related to creating and communicating our organizational focus as described in our Strategic Plan . . . a collaborative and consistent instructional process focused on individual student growth. As the School Board collects information, perspective and progress data the Board will rate my leadership as proficient or exemplary during the spring evaluation when responding to the following question . . . How do you think the Superintendent is doing in moving the Strategic Plan forward and in monitoring the progress of the outcomes?
 - Once the Strategic Plan's 'THRIVE' document has been revised and approved by the School Board, I will successfully communicate with the community and staff to promote a clear understanding of the District's strategic direction and expectations. Over eighty percent of those questioned by the board will indicate a proficient or exemplary level in this area by the spring evaluation.
- Produce a quality and sustainable budget plan for resources and expenditures in accordance with the Strategic Plan, student outcomes, School Board priorities, input from community survey and Listening Sessions, graduation requirements and state and federal parameters. Based on the newly established 2011-12 budget process, the School Board will determine my level of performance by the spring evaluation.
- Work throughout the year to establish positive working relationships with stakeholder groups in the Beaverton School District. Over eighty percent of those questioned by the board will indicate a proficient or exemplary level in this area. Questions asked:
 - Is the Superintendent visible throughout the District and the community?
 - Can you personally and professionally trust this Superintendent?
 - Other questions and methods of evaluation- TBD by the School Board
- Ensure that the acquisition of land for a new high school supports the district long-range facility plan, as determined by a successful negotiation and/or an acquisition at a Board approved rate

Tasks To Accomplish:

- Redesign the THRIVES document to convey District/Board priorities
- Submit a recommendation for the 2011/12 budget process for Board approval
- Draft a set of working agreements to be used by the Board and the Superintendent to support clear lines of communication and work within the context of our roles

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