

Superintendent Evaluation Farmington Municipal School District Strategic Plan

General Information The district strategic plan is aligned to and works towards five strategic priorities: **Safe Supportive and Collaborative Culture, Effective Teaching in Every Classroom, Guaranteed, Viable and Equitable Curriculum and Standards Referenced Reporting Systems.** Strategic priorities are taken from Leading indicators of High Reliability School Levels from Marzano Resources in which the goal is for every school to strive for excellence and equity where students acquire knowledge, skills and dispositions that prepare them for their future (p.1). A fifth priority has been added to strengthen and foster positive relationships, create board and community alignment, transparency and communication toward and in support of district goals.

District Goal One: Safe Supportive and Collaborative Culture

FMSD will provide a safe, disciplined, and positive educational environment that facilitates a culture of success.

Strategic Priority 1.1: *Targeted & Balanced Budget*: The District manages its fiscal, operational and technological resources (HRS 1.8)

- 100% of schools are properly resourced to meet the learning needs of their demographics as identified in their school portfolio. (staffing, curriculum resources, technology, capital rating, operational funding, state and federal support)
- Evaluate all available funding and maximize opportunities that best align to district goals.
- Participants on the district budget committee are representative of the community in whom the district serves and follows a process/system to align spending to district priorities and quarterly/end of year reports are generally consistent with district budget/commitments.
- District has a balanced budget and will maintain a 7% carryover after committee feedback and school analysis.
- Staff levels are in proportion to the student population for each campus as determined and evaluated through a comparability process.
- Staff salaries continue to be competitive, within top 10 largest districts, and above state average.

Rating: <ul style="list-style-type: none"> • Exceptional • Proficient • Needs Improvement 	Comments:
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Strategic Priority 1.2: *Safe, Inviting and Orderly Schools*: Faculty, staff, students, parents and community perceive the district environment as safe, supportive and orderly. (HRS 1.1, 1.2)

- 100% of schools show data of approved safety plans.
- 100% of schools complete drills and safety measures as required by state guidelines.
- Perception data is collected from community, staff and students specific to the environment safety and orderliness of the district.
- Facilities are evaluated against safety standards by an outside entity.

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Strategic Priority 1.3: *Communication and Input, Feedback*: The District has a formal process for gathering input and sharing output to the community and stakeholders. (HRS 1.6)

- Stakeholders receive communication specific to the district goals, decisions and operational/instructional updates from the district.
- Stakeholders are informed of district progress on district goals.
- Stakeholders know how to provide input/feedback to the district and where to direct concerns.
- Social Media/Website is current and activity monitored for greater stakeholder communication.

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Strategic Priority 1.4: *Effective Professional Learning Communities (PLC)*: Collaborative teams regularly interact with a focus on achievement of all students (HRS 1.4)

- All Professional Learning Communities are focused on student learning and results.
- Board work sessions are focused on lagging indicators from Strategic Plan to improve student outcomes.

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District Goal Two: Effective Teaching in Every Classroom

FMUSD will employ, support, and retain high-quality and effective administrators, faculty, and staff to support the educational goals of the district.

Strategic Priority 2.1: *Clear Vision for Expectations*: The District communicates a clear vision and expectations. (HRS 2.1)

- Staff perception data demonstrates awareness of district vision and expectations.
- School leaders and district department leads operate and function in alignment with district goals.
- Grow initiatives and framework specific to Farmington Model of Instruction Context strategies.

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Strategic Priority 2.2: *Job Embedded Professional Development*: The District provides staff with job-embedded professional development opportunities that directly relate to position and goals. (HRS 2.5)

- District Evaluation and Support Systems aligns to student achievement and strategic priorities.
- Teachers are provided opportunities and encouraged to be National Board Certified.
- Recruitment and hiring of teachers from a variety of teacher prep programs.
- Growth in the percent of staff retained over time.
- Staff are provided onboarding, support and job embedded PD for the first 3 years.
- Teachers and staff are provided opportunities to obtain additional certifications.
- Members of Board are provided opportunities to engage in continuing education activities.

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Strategic Priority 2.3: *Aware and Monitors Practices*: The District monitors conditions, expectations and commitments for desired outcomes. (HRS 2.3)

- Processes and practices continue to grow individuals and school systems to improve student outcomes, such as:
 - 90-Day improvement plans
 - Professional Development Plans for building leaders and teachers
 - Coaching for building leaders and teachers
 - District 90-Day plan to improve identified practices and priorities

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District Goal Three: Guaranteed, Viable and Equitable Curriculum

FMDS will provide opportunities and promote courses and/or activities that are diverse, relevant and meet the needs and interests of all students.

Strategic Priority 3.1 - *Opportunities to Learn*: All students have opportunities to learn critical content within district provided programs that are rigorous and diverse to meet student needs. (HRS 3.3)

- Evidence of PLC effectiveness and instructional cycle awareness specific to addressing critical content and following district pacing as a cohesive grade level/content area.
- All student populations have equitable access to programs, courses of study and systems of support.

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Strategic Priority 3.2: *Student Achievement Goals:* The District establishes clear and measurable goals that are focused on student achievement and well-being. (HRS 3.4, 3.5)

- Establish annual goals and progress indicators through [Strategic Performance Targets](#).

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Strategic Priority 3.3: *Assessments and Curriculum:* District assessments and curriculum are aligned to state standard, district pacing and critical content. (HRS 3.1)

- District curriculum has a common Pacing Guide and mastery is reported quarterly on Learning Goals.
- District assessment calendar aligns with district pacing and provides benchmarks to schools and teachers.
- Instructional Material adoptions are aligned to state standards and provide culturally and linguistically relevant content.

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District Goal Four: Standards Referenced Reporting Systems

FMSD will analyze and monitor progress towards clear and measurable goals, focused on growth and achievement for students.

Strategic Priority 4.1: *Data-Driven Decisions:* The District analyzes, interprets and uses multiple data points and regularly monitors progress toward goals (HRS 4.2, 3.5)

- The district establishes a cycle and calendar to monitor all district goals and strategic priorities.

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District Goal Five: Board, Community & Staff Relations

FMSD will foster positive relationships, create Board and community alignment, transparency and communication toward and in support of district goals.

Strategic Priority 5.1: *Relationships*: The District will maintain a positive and productive working relationship with the Board of Education, staff and community. (HRS 1.1, 1.7)

- Legislative bills are supported/created to help meet district goals.
- Staff and school board are involved in or active participants in local, state and national organizations and professional activities.
- Perception data is gathered to enhance and maintain positive relationships.
- The Board is kept informed of significant issues as they arise.
- The District acknowledges the success of the schools, groups and individuals within the district.

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Community is defined as legislative, state and federal organizations, parents, local community/business partners, and district staff.

Signature Board President

Date

Signature Superintendent

Date