



Superintendent Progress Report on Goals February 2015

A true educational leader accomplishes nothing alone. The following goals describe my work in the Beaverton School District to encourage staff, teachers and community members to work cohesively together to improve student outcomes.

Strategic Plan: Every student in the Beaverton School District deserves the attention and support necessary to make progress toward their academic goals. For every Beaverton student to be prepared for college and a career, we will align our efforts to our student-centered goal and measurements of success.

Student Achievement: Based on our instructional efforts and investments, for the 2014-2015 school year I aspire for an increase of two-percent for all students and four-percent for chronically underserved students in the following two measurements:

- Students completing Oregon University System minimum entrance requirements (15 specified college-prep courses with a C or better)
- Students setting and recording learning goals; students reporting on track to achieve those goals

Mid Year Reflection

While we do not yet have supporting data to demonstrate measurable growth aligned to the goals above, our district has implemented several efforts I am proud of that I believe will impact achievement over time.

Efforts:

- *Comprehensive implementation of AVID throughout our secondary schools*
- *Consistent Student Plan & Profile (CIS) implementation in our high schools*
- *Increased counseling staff to support struggling students*
- *Implementation of focused summer school/intervention programs (5.5 & 8.5) for transitioning sixth and ninth grade students*
- *Increased intervention teachers at freshman level*
- *Added credit recovery teachers for high school seniors*
- *Continued implementation of consistent high school science coursework sequence*

Next Steps:

- *Over the next year, implementation of a consistent high school math coursework sequence*
- *Growth and integration of AVID classes and school-wide instructional strategies*
- *Increased focus on consistent CIS implementation in our middle schools*
- *Alignment of our budget and resource allocation to student needs*

District Goal: All students will show continuous progress toward their personal learning goals, developed in collaboration with teachers and parents, and will be prepared for post-secondary education and career success.

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.

***Collaboration:** Successful organizations have vision and corresponding structures and systems of communication and implementation. As Superintendent I will:

- Ensure every school and District department engages in a process to produce and communicate efforts and expected outcomes aligned to BSD's Pillars of Learning
- Align efforts to support families being informed and valued as active partners in their child's education
- Improve Central Office internal and external communication and decision making strategies
- Uphold systems of oversight and communication specific to our facilities bond budget and projects

Mid-Year Reflection

I am very proud of our progress related to systems and culture of collaboration. Our schools are embracing our Strategic Plan and its components. Our community has appreciated our outreach and we see increased partnerships being established throughout our district.

Efforts/Accomplishments:

- *Establishment and growth of our Community Partnership Teams throughout the district*
- *Established a Bond Accountability Committee to guide our work and increase quality communication and transparency*
- *Schools and departments have established language related to efforts and outcomes aligned to our Pillars of Learning. We are in the process of creating supporting action plans.*
- *Senior Leadership has established and processed a decision making protocol to support quality processes and communication*
- *Responded to last year's Organizational Assessment (i.e., weekly staff communication, improvement plans aligned to BSD Strategic Plan)*
- *Modified our leadership meeting structure (Senior Leadership, Cabinet, monthly meetings with school executives, upward feedback process with principals)*

In Process:

- *Workflow efficiencies, process and communication (February – March)*
- *Communication of school and central support Strategic Plan alignment*
- *Formalize process of action plan monitoring*

***Statewide Advocacy & Budget Process:** The Beaverton School District has a responsibility to advocate for our state to support education at the level our students deserve. Our community should support the manner in which we organize and financially structure our schools. As Superintendent I will:

- Ensure a budget process that demonstrates alignment to our Strategic Plan
- Represent the priorities of our staff, community and School Board in the budget process
- Work collaboratively with our Board Funding & Advocacy Committee to determine BSD's priorities and communication strategies
- As a member (OASE President-Elect) of the Vision & Policy Task Force, produce and promote a statewide legislative platform and a corresponding budget

Mid-Year Reflection

Beaverton School District inclusive of our Board, community and me, have made tremendous strides in our statewide advocacy and budget process. We have made an impact in Oregon and I believe more is to come. Our budget process embraces our community values, Board funding priorities, alignment to our Strategic Plan and most importantly the needs of our students.

Efforts/Accomplishments:

- *Progress made by our Legislative Board Subcommittee and established priorities*
- *Proactive communication of state and local political/funding issues*
- *My position/influence as an executive member of OESE and work as president-elect*
- *Updated budget process and Board funding priorities aligned to student need and our vision described in our Strategic Plan*

In Process:

- *Results of 2015 Oregon Legislative Session*
- *Completed, approved and articulated 2015 - 2016 Beaverton School District budget*

* Indicates goals where measurement and feedback will be collected via the Board's assessment of the Superintendent's performance relative to Six Educational Leadership Policy standards, a 360-degree survey of community members, staff and feedback obtained from the district's second formal Organization Assessment.

Revised: January 2015