

Tomahawk School District

2014-15 Superintendent Plan of Priority Work

Strategic Direction	Schedule of Work and Resources Required	By Whom	Metrics to Evaluate Progress
<p>Objective: With the approval of our new compensation model for the Tomahawk School District teaching staff in August of 2014, continue with the development of a promotion review process, the creation of key forms and appendices to complete the process document, and build a framework for evaluation of the model.</p> <p>District Vital Signs: Core Improvement and Fiscal Strength</p> <p>Priority Actions:</p> <ol style="list-style-type: none"> 1. Utilizing the ongoing work of the ACME Co. (Alternative Compensation Model Envoy Committee), determine how to effectively evaluate the Board approved alternative compensation process and guide for effectiveness. 2. Engage the administrative team in the development of an application and process that teaching staff will use to apply for non-recurring stipends and/or for pre-approval of an advanced or alternate degree/certification. 3. Develop a Review Team process and framework to address the promotion component of the alternative compensation model. 	<p>1 – 2 year process; target for first evaluation in June 2015; development of process starting in October, 2014 through May, 2015</p> <p>September, 2014 - October, 2014</p> <p>October 2014 – October 2018</p> <ul style="list-style-type: none"> • Teacher-led focus groups; • Administrative listening sessions 	<p>ACME Co.</p> <p>C. Baker and building/district administrators</p> <p>ACME Co. and Administration</p>	<ul style="list-style-type: none"> • Create a framework for evaluation • Meeting Notes • Documentation <p>The creation of a fillable application for staff as well as a clear and concise process.</p> <ul style="list-style-type: none"> • Quarterly Mtgs. • Develop a rubric • Develop a timeline and process • Determine ‘who’?

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<p>Objective: Develop a comprehensive communication plan whereby community, parents, district staff and students have a clear understanding of the Tomahawk School District's story. The District's story is composed of upcoming events, internal processes, individual building celebrations, and district challenges, both educational and fiscal.</p> <p>District Vital Signs: Community Engagement & Communication</p> <p>Priority Actions:</p> <ol style="list-style-type: none"> 1. Explore and contract with a Communications Expert with whom the Superintendent and the Board President can work in order to develop a communication plan to facilitate transparency while preparing for a successful referendum. 2. Develop successful strategies of communication in order to tell the District's story so as to fill any voids in understanding and stave off negative story-telling. 	<p>July, 2014 CESA 6 Resources</p> <p>September, 2014 – May, 2015 CESA 6 Resources</p>	<p>Superintendent and the Board President</p> <ul style="list-style-type: none"> • Communications Expert • Superintendent • Board of Education • Administrative Team • Other key district personnel 	<p>Contract with a Communications Expert</p> <p>A list of developed communication strategies</p>

3. Implement developed strategies.	September, 2014 – May, 2015	All District Personnel	<ul style="list-style-type: none"> • Surveys • Listening Sessions • Polling
4. Evaluate the effectiveness of the implemented strategies in preparation for a potential referendum.	June, 2015	Superintendent and School Board	Relevant and recognizable school and community input

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<p>Objective: Update ALL District policies with the guidance of NEOLA and then update all forms and other district communication to reflect updated policies and their designations.</p> <p>District Vital Sign: High Impact Governance</p> <p>Priority Actions:</p> <ol style="list-style-type: none"> 1. Meet with administrative staff regarding current district policies and compare those policies with NEOLA policies to ascertain deficiencies and/or inaccuracies. 2. Meet regularly with a representative of NEOLA to review and revise policies 3. Meet with administrative staff regarding current administrative rules as they pertain to district policy and update and/or revise accordingly. 4. Meet regularly with a representative of NEOLA to review, revise and/or write administrative rules. 5. Have all new and/or revised District policy go through the appropriate approval process with the Board of Education 	<p>September, 2014 – May, 2015 NEOLA Policies</p> <p>September, 2014 – May, 2015 NEOLA Policies</p> <p>September, 2014 – May, 2015 NEOLA Administrative Rules</p> <p>September, 2014 – May, 2015 NEOLA Administrative Rules</p> <p>May, 2015</p>	<p>C. Baker N. Hanson M. Hamm Principals</p> <p>C. Baker, M. Powers</p> <p>C. Baker N. Hanson M. Hamm Principals</p> <p>C. Baker, Admin. Team, and M. Powers</p> <p>C. Baker</p>	<p>Evaluation and replacement and/or writing of all outdated and irrelevant policies</p> <p>Updated Policies per section</p> <p>Evaluation, replacement and/or writing of all outdated and irrelevant administrative rules</p> <p>Updated administrative rules</p> <p>Updated and/or Revised District Policies and Administrative Rules</p>