

Superintendent Goals for 2023-2024

Please find for your consideration a draft of my proposed goals and accompanying actions steps for the 2023-2024 school year. All proposed goals are constructed upon the critical priority areas that have been discussed and reviewed by the Board of Education. These critical priority areas are:

High Quality Learning:

Geneva 304 will provide enriching, high-quality learning experiences for all students designed to prepare them for life in an everchanging and fast-paced world.

Supportive Climate and Culture:

Geneva 304 will foster a supportive and nurturing climate and culture designed to allow all stakeholders in our community to perform at their natural best.

Organizational Effectiveness:

Geneva 304 will maintain high standards for organizational effectiveness that promote collaborative and efficient practices designed to foster long-term district success.

Stewardship of Resources:

Geneva 304 will ensure all decisions are made with a focus on fiscal responsibility, long-term organizational health, and institutional effectiveness.

Communication and Engagement:

Geneva 304 will maintain robust communication practices that strive to inform, educate, and engage stakeholders from across our educational community.

Below you will find four proposed goals that have been developed based on these critical priority areas. While the four proposed goals and potential action steps are provided in detail, the goals can be simply understood as:

- *Initiate a Strategic Plan;*
- *Plan for Educational Improvement;*
- *Build Relationships with District Stakeholders;*
- *Deepen Knowledge of District Finances.*

Upon approval of these goals, I plan to focus on the associated action steps while providing regular updates to the Board of Education regarding my progress. In addition, it will be important to work collaboratively with the Board of Education to develop an evaluation instrument that can be used to evaluate my progress toward these goals. Such a tool would:

- Consider potential indicators that could be used as evidence;
 - Establish a process for evidence gathering and dissemination via interim and summative reporting;
 - Establish a continuum or rating scale for each goal area;
 - Consider other performance indicators that should be considered (standards, additional expectations, etc.);
 - Establish a timeline for completion.
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Goal 1: Organizational Effectiveness

Initiate a Strategic Plan

During the 2023-2024 school year Dr. Barrett will partner with district stakeholders to facilitate the development of a multi-year, district-wide strategic plan.

Actions steps may include:

- Collaborate with Board regarding strategic planning process;
- Engage with a variety of D304 stakeholders regarding strategic planning process;
- Gather and evaluate information regarding consultation services for Strategic Planning;
- Engage in formal process for strategic plan initiation and implementation;
- Formalize strategic plan by spring of 2024;
- Plan to formally initiate strategic plan for the 2024-2025 school year.

Goal 2: High Quality Learning and Supportive Climate and Culture

Plan for Educational Improvement

During the 2023-2024 school year Dr. Barrett will conduct a review of district curricula and programming and develop an action plan for improvement in student growth as measured by state and local assessments, and other quantitative and qualitative indicators.

Action steps may include:

- collaborate with his administrative team to review student achievement data and develop district-based and school-based goals;
- collaborate with administrative team to review IAR and SAT data and identify areas for growth;
- Implement new process for student course recommendations and selection at GHS that aligns with new accelerated placement guidelines;
- Fully implement district created technology insights survey and make decisions based on results.
- Continue training and communication regarding the Standard Response Protocol (SRP) and provide ongoing training and support for district and building level emergency response teams.

Goal 3: Communication and Engagement

Build Relationships with District Stakeholders

During the 2023-2024 school year Dr. Barrett will establish and develop relationships with stakeholders throughout the district and community.

Action steps may include:

- Participation in district and community events;
- Meeting with and developing relationships with district and community leaders;
- Evaluating the effectiveness of current communication tools;
- Hosting and participating in listening tour sessions, community forums, and other events;
- Providing content to district newsletters and other formal forms of district-based communication;

- Provide knowledge and insights to Board and community via the superintendent report in regular board meetings.

Goal 4: Stewardship of Resources

Deepen Knowledge of District Finances

During the 2023-2024 school year Dr. Barrett will conduct a review of the district's current financial processes and develop an action plan for maintaining fiscally responsible and efficient processes that support district goals and foster long-term district success.

Action steps may include:

- Review district budget-trends and long-term projections;
 - Review district staffing and projections and evaluate alignment with long-term priorities;
 - Review the district's capital plan and evaluate alignment with long-term priorities;
 - Learn and conduct new oversight responsibilities associated with state and federal granting processes;
 - Collaborate with administrative colleagues to ensure district purchases are aligned with district goals and initiatives.
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