

**Board Superintendent Goals 2015-2016**  
**Rationale for Metrics**

1. BOARD AND SUPERINTENDENT GOALS:

a. **Increase Academic Achievement for ALL Students**

- i. Reading scores increase by 8% for 3<sup>rd</sup> grade level proficiency: this percentage gets us to our goal of 60% of all students at reading grade level. Of course we want to go further but this is our one-year goal.
- ii. Math scores increase by 5% of students passing 8<sup>th</sup> grade Algebra 1 second semester: we are going to measure second semester passing rates to second semester passing rates for parity. Five percent is up from 4%.
- iii. 100% of schools out of Focus Status by June 2016-no change.
- iv. K-12 Digital Curriculum Access- Compare student and staff survey results from spring 2015 to spring 2016. Michael Lopes and Christine Blouke to collect data.
- v. Increased Grad Rate by 3% as reported to us by the state in the fall. Compare grad rates from June 2015 to June 2016 with the best data we can collect. We had a 14% increase last year. The higher you get, the harder is it to make large increases realistically.
- vi. Increase Credits:
  1. 9<sup>th</sup> to 10<sup>th</sup> grade On Track Credit Attainment stays the same rate of increase at 10% increase. We have added a .5 support person to assist in this work.
  2. Dual College Credit Attainment almost doubled last year! No way to keep that rate going so the team felt a 10% increase from last year was reasonable.

b. **Improve Culture in PSD**

- i. The board added a goal around student comfort in the classroom. This will be measured via student anonymous survey twice next year.
- ii. District Wide Equity Goals
  1. Hiring and Retaining staff of color to match demographics: We had to lower it to 3% because we didn't make our goal of 5% last year and there was no way to do it. FEW candidates of color even with hiring 30 new staff.
  2. Discipline-reduction in exclusionary discipline of students of color: we all believe it should remain a 1:1 Relative Rate Index across the board.
  3. Implement Racial Equity Lens
- iii. Improve Attendance: all schools at 90% attendance and higher. Also includes work we are doing district wide in reducing chronic

absenteeism school by school. Those are students attending school less than 90% of the school year. Measures and supports in place at every school!

- iv. Reduce exclusionary discipline grades 6-12 by 10%. That includes suspensions.

2. Board Goals:

- a. **Legislative agenda set and legislative advocacy:** The board added the measure of each board member meeting twice per year with their board assigned legislators and the requirement to report the visit details back to the board following each visit/meeting.

3. Superintendent Goals:

a. **Improve District Communication**

1. Proactive and Effective:

- a. Two district newsletter-type of communications to all Parkrose per year
- b. Parent Advisory Council meets monthly

b. **Support Principals:**

- i. Continue our role in EBISS—Effective Behavior Intervention Supports and Systems work that we are doing with the state
- ii. New to us is the “Leadership for Learning” Chalkboard Project selection of Parkrose in its Cohort 2 work this year
- iii. Monthly A Team Professional Learning Team meetings
- iv. New Educator Effectiveness mini observations and feedback system