

SOUTH HAMILTON COMMUNITY SCHOOLS

2017-2018

**BOARD of DIRECTORS/
SUPERINTENDENT GOALS**

Approved: November 13, 2017
South Hamilton Board of Directors

Joely Swenson - Board President
Amber Van De Pol - Board Vice-President
Duane Vavroch - Board Member
Dave Gordon - Board Member
Nikki Struchen - Board Member

Ken Howard - South Hamilton Superintendent

Expandable Indicator Documents for Board
Updated monthly at the Table



Iowa School Leadership Standards (ISLS) #1-#6 noted below each Board goal

District Goal (long-term):

All K-12 students will achieve at raised levels, both individually and district-wide, in reading comprehension, math and science promoting success beyond high school.

Measurable Progress Indicator: Iowa Assessment data will indicate growth in 4th, 8th, and 11th grades when each cohort's 2016-2017 student achievement is compared to the scores obtained in 2015-2016 in reading, math, and science.

Superintendent Goal #1: The superintendent will provide leadership of the district-wide's effort to support continual growth in student achievement by providing quality resources opportunities for students

Measurable Progress Indicators or Actions:

1. Bi-annual reports pertaining to district needs and assessment data will be presented to the board.
2. The superintendent will provide recommendations to the board concerning action plans and/or research-based staff development initiatives initiated to address identified needs and any data concerns.
3. The superintendent will present - or have staff present - the district's professional development plan indicating how staff development will be implemented and evaluated in the attendance centers to the board.
4. The superintendent will oversee and direct the district's employment process in order to ensure quality hiring and employee retention.

Board Goal #1: The South Hamilton Board will continue to provide the support required to ensure continued growth in student achievement by affording quality resources and opportunities for students.

ISLS - STDs #1, #2, #4, #6

Measurable Progress Indicators or Actions:

1. Review and assessment data from: Iowa Assessments, ACT, and local assessments.
2. Review and assess District PD plan and evidence of its success.
3. Review of graduation/postsecondary/career data. I.e. 1-year and 4-year out survey information.
4. Sharing (other districts or schools) opportunities to enhance quality.
5. Receiving community and committee input. For example: surveys, committee recommendations, etc.
6. Celebrating and recognizing staff/student accomplishments and achievements recognizing passion for one's job and/or learning.

Superintendent Goal #2: The superintendent will challenge ALL staff and students to achieve/perform at greater levels based on district expectations and identified standards.

Measurable Progress Indicators or Actions:

1. The superintendent will lead a "book study team" with school leaders utilizing a text (TBD) focusing on challenging others to reach their goals.
2. The superintendent will develop "mini plans - at least bi-yearly", based on topical reading, in order to improve this goal area through stages. Plans will be presented to board and staff as available.
3. The superintendent will provide periodic evidence of "others taking the lead".
4. Provide data demonstrating progress toward improved student learning and staff attaining or working toward district expectations.

Board Goal #2: The South Hamilton Board will challenge ALL staff and students to achieve at or beyond each district expectation and identified standard by monitoring and the assessment of the district's practices, processes, and policies.

ISLS - STDs #2, #6

Measurable Progress Indicators or Actions:

1. Examples of benchmarks and standards being set academically and for activities; and data demonstrating improvement toward said expectations and standards
2. Evidence of others taking the lead. *Staff presentations every other month pertaining to instruction/other.*
3. Evidence of evaluation process is in place, followed, and completed.

Superintendent Goal #3: The superintendent will continually work toward providing staff and students with a safe environment and a culture conducive to learning.

Measurable Progress Indicator or Actions:

1. Periodic reports on district progress toward goal achievement will be presented to the board.
2. The superintendent will provide recommendations to the board pertaining to additional district safety and cultural improvement needs.
3. Develop and implement a plan to improve safety throughout the district

Board Goal #3: The South Hamilton Board will provide a safe environment and a culture conducive to high quality learning by monitoring and the assessment of the district's practices, processes, and policies.

ISLS - STDs #2, #3, #4, #6

Measurable Progress Indicators or Actions:

1. Review of the physical environment monthly through reports
2. Staff/patron surveys of culture and attitude
3. Evidence of safety systems and processes/policies being put in place.
4. Communicate with the board how and when safety issues are identified and updated.
5. Monthly updates, expenditure reports, and other construction/building renovation Information

Superintendent Goal #4: The superintendent will provide leadership and appropriate fiscal management as the district strives to remain fiscally stable and viable for the conceivable future.

Measurable Progress Indicators or Actions:

1. Providing evidence of appropriate fiscal responsibility (Solvency ratio, budget, unspent balance, budget etc.)
2. Providing district leadership as per legislative advocacy
3. Making sound and responsible expenditure and funding decisions.

Board Goal #4: The South Hamilton Board will work to remain fiscally stable and viable for the conceivable future by overseeing, monitoring and the assessment of the district's practices, processes, and policies pertaining to long and short term budgeting.

ISLS - STDs #1, #3, #5, #6

Measurable Progress Indicators or actions:

1. Evidence of appropriate fiscal responsibility (Solvency ratio, budget, unspent balance, budget etc.)
2. Evidence of legislative advocacy for necessary funds, including grants.
3. Review monthly financial reports and expenditure trends.
4. Evidence of budget preparations and development
5. Appropriate stewardship of funds

Superintendent Goal #5: The superintendent will provide leadership toward expanded and improved district technology/technological efforts; both in scope and in manner.

Measurable Progress Indicators or Actions:

1. Provide the board with evidence of consistent external/internal technology use and progress toward the stated goal. For example (newsletter, updated policies/procedures and survey data.)
2. Provide the board with evidence of enhanced technology processes and techniques being introduced to and utilized in the district.

Board Goal #5: The South Hamilton Board will provide continued vision and fiscal support as the district works to expand and improve technology/technological efforts: both in scope and in manner.

ISLS - STDs #1, #4, #5, #6

Measurable Progress Indicators or Actions:

1. Evidence of consistent external/internal use of technology. For example staff presentations, updated policies/procedures and survey data
2. Support and enhance district-wide technology and technological instructional techniques; including appropriate funding.