

SUPERINTENDENT PERFORMANCE GOALS 2018-19 School Year

PERFORMANCE GOAL #1: (STRONG COMMUNICATIONS) The Superintendent will provide leadership for the District to better communicate with the general public those positive activities, programs, accomplishments, and district improvements to increase community awareness and understanding.

Indicators and measurements: To the extent the school, community and the Board of Education provide the resources necessary; the Superintendent will implement the following activities:

1. The Superintendent will cause to have published a quarterly District Newsletter.
2. The Superintendent will cause to have quarterly public forums (coffees, PAC) for the purpose of public engagement.
3. The Superintendent will participate as a visible part of the community as a representative of the District at activities as the PAC meetings, ISD and State and Local groups, extra-curricular events and Building level meetings when available.
4. The Superintendent will work with the building leadership team to publish weekly communications with parents on upcoming events. (Weekly Phone Calls or Text Alerts)
5. Consistent building communications to staff.
6. A updated Superintendent message quarterly.

PERFORMANCE GOAL #2: (STABLE FINANCES) The Superintendent will evaluate district finances monthly and work with the Leadership Team and bargaining groups to grow the fund balance by 1%-2% this year.

1. The Superintendent will meet with the building administrators, head of maintenance/grounds, and any other professionals as needed during the school year to review budgets and needs.
2. A list will be developed documenting items in priority order that hand help the district in a positive way for long term budgeting and short term impacts.

No later than the Last May Board meeting, the Superintendent will share a report to the board outlining those budget plans whether it's positive or negative.

PERFORMANCE GOAL #3: (QUALITY EDUCATION) The Superintendent will provide leadership designed to improve student performance and promote academic improvement of the schools within the District. Indicators and measurements:

1. The Superintendent shall work with the leaders team to evaluate long-range curriculum objectives in order to challenge the academic skills of all students in the District. This process shall require the Superintendent's interactions with the Curriculum Director, all building level administrators, and professional development committee to identify the special and unique demands of students in Cheboygan Schools and evaluate the current curriculum this year.

2. The Superintendent shall direct the evaluation of all resource materials on a regular basis to ensure that all material is appropriate.