

Auburn School District No. 408
Auburn, Washington

SPECIAL MEETING OF BOARD OF DIRECTORS
Report of the Superintendent

Dr. Kip Herren
Superintendent

SPECIAL MEETING OF BOARD OF DIRECTORS
Monday, June 23, 6:00 p.m.
Auburn School District
James P. Fugate Administration Building

EXECUTIVE SESSION

An executive session will be held at 6:00 p.m. in order to conduct the superintendent's annual evaluation.

AUBURN SCHOOL DISTRICT NO. 408

SUPERINTENDENT EVALUATION STANDARDS

2013-14

Name _____ Position _____ Superintendent _____ Date _____

POLICY AND GUIDANCE

Goal 1: Superintendent conducts an ongoing review of district policies and procedures that support student achievement.

Measurement: Specific policy and procedure review mark the progress of policy development for support of academics and school programs.

1	2	3	4

Goal 2: Superintendent maintains sound budgetary practices that address eminent fiscal challenges and provides a 3-5 percent ending fund balance. The district will effectively generate and align resources to support the district and school improvement plans.

Measurement: A fiscal data dashboard demonstrates budget generation, alignment, and fiscal stewardship for student achievement success.

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Goal 3: The superintendent will provide the leadership to pass a Capital Technology Levy.

Measurement: An Ad Hoc Technology Committee makes recommendations for future technology needs and results in passage of a levy by the patrons of the Auburn School District.

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Goal 4: The superintendent will prioritize fiscal resources for poverty schools and Race to the Top resources for career and college programs.

Measurement: Full-day kindergarten, Advanced Placement, and College Board Assessments are expanded using increased basic education, LAP and RTT resources.

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Board Comments:

STUDENT ACHIEVEMENT AND ACCOUNTABILITY

Goal 1: Superintendent implements a new three-year plan for the purpose of continued student achievement.

Measurement: A timeline and action matrix dashboard marks the continuous progress of the strategic plan. District Strategic Plan 2.0 implementation will be monitored by a matrix progress report. Data dashboard demonstrates achievement, graduation rates, and opportunity gap progress.

1	2	3	4

Goal 2: Instruction, student progress, interventions and accelerated programs are aligned to state or national common core standards.

Measurement: Timelines, actions, strategies, and outcomes will be reported to the board twice annually as a district and school teams will report on a regular basis with school improvement and professional learning communities presentations.

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Goal 3: The superintendent will provide a successful implementation of the new teacher and principal evaluation.

Measurement: Board will receive an update on the progress of the new teacher and principal evaluation.

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Goal 4: District academic achievement will continue to close achievement and opportunity gaps. In particular, middle school math scores will increase greater than 5%.

Measurement: Academic Dashboards demonstrate improvement on summative state data, district assessment measurements, credit attainment, achievement indexes, graduation rates, opportunity gap data and acceleration of student achievement.

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Goal 5: Plans will be developed to make technology an integral element for teaching and learning in the Auburn School District.

Measurement: Technology plans will demonstrate how the successful integration of technology for the improvement of student learning can be achieved. The board will receive presentations at board meetings that are the manifestations of those plans.

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Board Comments:

LEADERSHIP AND CLIMATE

Goal 1: Superintendent continues work with the board and cabinet as a team for continuous improvement and attainment of the goals of the District Strategic Plan.

Measurement: Growth outcomes are recorded for successful participation in the board development, WSSDA, and NSBA workshops as well as other district/cabinet workshops and trainings.

1	2	3	4

Goal 2: Superintendent periodically evaluates effectiveness of leadership from within and outside the school system.

Measurement: Perceptual survey results will measure leadership effectiveness for continuous improvement efforts and employee satisfaction with their workplace roles on a two-year basis.

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Goal 3: Superintendent continues to improve the district to be results oriented, collaborative, and accountable for student achievement. The new three-year District Strategic Plan will be marketed and implemented for the purpose of developing a world-class learning system.

Measurement: School reports to the school board and board and cabinet visitations to schools will monitor operational professional learning communities, standards-based learning, and alignment with the District Strategic Improvement Plan. Regular reports of the implementation of professional learning communities and school improvement plans are provided to the school board and community.

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Goal 4: Superintendent increases staff excellence and diversity in the district.

Measurement: Data dashboard reports percentages of staff with advanced degrees, participation on the Auburn Teacher Leadership Academy, and other extended professional certifications such as National Board. Diversity hiring data will be reported to board on an annual basis.

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Goal 5: Continue the systemic use of distributive leadership using structures such as the Auburn Teacher Leadership Academy, WSLA Middle School Leadership, and the Auburn Administrator Leadership Development Program to provide leadership growth and effective leadership at the strategic, tactical and operational levels.

Measurement: Leadership structures will report to the board the progress of leadership programs.

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Board Comments:

COMMUNITY RELATIONSHIPS AND PARTNERSHIPS

Goal 1: Superintendent engages the community by expanding partnerships, enhancing cultural competency, improving systems of communication, and increasing parent participation in all aspects of student achievement and support.

Measurement: A matrix reports the partnerships for school readiness, volunteers, parent and community participation, district committees, and diversity participation. A community participation dashboard reports website usage, e-news, family access, school messenger, school achievement results, parent conferences, senior portfolios, and school events participation.

1	2	3	4

Goal 2: Develop and implement outreach programs that engage parents in career and college opportunities for students from all demographics.

Measurement: Data report the progress of student enrollment and success in career and college preparation. A “Reaching Out Fair” engages middle school families in career and college blueprints and a family engagement summit in the spring provides parents with tools for supporting student career and college aspirations. The Latino Education Achievement Project serves Latino families and students with college preparation opportunities.

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Board Comments:

LEARNING ENVIRONMENTS

Goal 1: Superintendent continues the organizational leadership to ensure the successful implementation of Capital Levy projects with on-time, high quality, and within budget criteria.

Measurement: Provide regular facility project updates to the board as well as updates for the general public via a number of mediums including website, e-news, newspapers, and district publications.

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Goal 2: Superintendent provides safe school environments that are civil, proactive, and responsible.

Measurement: Preventative programs that enhance the safety and positive behaviors of students will be documented and presented to the board. Intervention results for gang and drug use prevention will be reported to the board. School safety improvements are documented and shared with the board and community.

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Goal 3: The Auburn High School Building Project moves forward on time within budget with full engagement of the community.

Measurement: Regular board updates mark the progress of the Auburn High Modernization and Reconstruction project. The progress of the project is marketed to the public from a variety of media and technical venues including; e-news, Facebook, twitter, websites, publications, press releases, celebratory events, and tours.

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Board Comments:

VISION AND CULTURE

Goal 1: Superintendent models and assists in a continued commitment to the district vision, distributed leadership, continuous improvement, collaboration, reciprocal accountability, standards-based culture, and improved student learning.

Measurement: Progress updates and communication with the board on a regular basis provide the board with information regarding the effectiveness of superintendent leadership.

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Goal 2: Superintendent recognizes and celebrates the achievements of individuals and groups throughout the school community and works to inspire the community to place a high priority on the educational needs of all children. Systemic academic success will be shared with staff, families, students, and community in multi-dimensional fashion.

Measurement: An ambitious schedule of presentations, forums, and meetings with community groups, staff, parents, and schools demonstrate the vision and collective will for support of student learning. Building on the strengths of the school community and general public through recognition and awards programs will celebrate learning accomplishments.

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Goal 3: Superintendent uses the new District Strategic Plan as a guide for deliberations, decisions, and actions.

Measurement: The District Strategic Plan will be a continuous improvement blueprint for board, cabinet, department, and principal meetings for agenda, problem solving, and resource priorities.

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Board Comments:

Additional Comments:

Overall Rating (1-4) _____

Rating Performance:

1. **Unacceptable**--Progress, results, and/or evidence do not meet board expectation.
2. **Needs Improvement**—Progress, results, and/or evidence indicate a need for improvement before meeting the board's expectation.
3. **Meets Expectations**—Progress, results, and/or evidence meet or align with the board's expectation.
4. **Exceeds Expectations**—Progress, results, and/or evidence exceeds the stated objective or board's expected outcome.

Date

Superintendent

Date

President of the Board