

# Superintendent's Professional Goals

August 2016 – July 2017

## **Communication/Visibility/Public Relations**

- **Communicate on a consistent basis with all employees through face-to-face interaction, e-mail, memos, meetings, and other effective methods**
- **Be a visible presence in all YPS facilities on a regular basis**
  - Conduct walk-throughs in each classroom on at least a quarterly basis
- **Be visible and approachable at school activities**
- **Make our staff and community aware of all the good things going on at YPS through guest columns to the newspaper, the use of social media, the YPS website, email, phone calls, handwritten notes, and other pertinent methods of communication**
- **Continue “Community Coffee” meetings each quarter to reach out to our patrons and heighten communication between the school system and community**
  - Have “travelling” coffees at Willowbrook, Mahoney, etc.
  - Consider “open house” meeting(s) like we had at YHS Animal Science Lab in Fall 2015
    - Greenhouse in spring?
    - Agronomy Academy
    - Enrichment Center
    - Hold a special meeting/event at the Senior Center
    - Explore evening events concept like “Business After Hours”
- **Continue to use Twitter (York Duke Power,) Facebook, and the school website to showcase YPS**
  - 1,843 Twitter followers in July 2016 compared to 1,509 in Aug. 2015 and 1,199 in July 2014
  - 1,944 “likes” on Facebook in July 2016 compared to 1,545 in Aug. 2015 and 1,163 in July 2014
- **Interact with local business leaders on a regular basis through service club meetings, luncheons, invitations to school activities, and special occasions**
  - Continue to hand-deliver “annual reports” each December and all-sports schedule posters each August
- **Continue to strengthen the YPS/City of York working relationship**
- **Continue to strengthen and broaden working relationships with staff members**
- **Continue to communicate with patrons and statewide officials about ongoing school finance concerns as they relate to an over-reliance on local property taxes**
  - Special, individualized invitations to local farmers/large land owners in August/September 2016 to see/hear about YPS tax request and budget for 2016-17

## **Instructional Leadership**

- **Work to implement a “real world leadership academy” for YHS students to partake in different modules that discuss “real world” concepts**
- **Work to try and establish a few “student-run businesses” out of YMS**
- **Work to enhance our Entrepreneurship Academy that is in Year Two**
- **Help enhance our new teacher mentoring offerings**
  - Continue to improve “Orientation – Day Two” that takes place each September
- **Work towards increased academic opportunities for all students**
- **Continue to work with First Five Nebraska, Buffett Foundation, and others to pursue expanded birth-to-five programming**
- **Help manage PreK-12<sup>th</sup> grade School Improvement Plan and Initiatives**
  - Continue to help expand professional development opportunities for all staff and make sure our professional development plans tie directly to our school improvement goals
- **Help improve student achievement scores on local, state, and national assessments**
  - Percentage of students that met/exceeded proficiency on NeSA-Math tests have increased from 67% in 2011 to 77% in 2013 to 84% in 2015 to 85% in 2016
  - Percentage of students that met/exceeded proficiency on NeSA-Reading tests have increased from 69% in 2010 to 82% in 2013 to 87% in 2015 and 2016
- **Continue to help emphasize technology integration across the curriculum to enhance learning with actual lesson objectives as opposed to “just a new, neat app”**
- **Continue to work with state leaders about our local concerns on the amount of instructional time lost due to what we see as excessive assessment/ranking requirements**
- **Help ensure that our “instructional model” game plan is highly effective for our students and staff and helps improve our school district**
- **Help ensure our new work certification programming venture with NCTA, Reinke, and CVA is the game-changer we think it will be**
  - Planning to celebrate 3-4 graduates with work certificates in May 2017

## **Financial Leadership**

- **Make sure we end each fiscal year with more money received than spent**
- **Communicate effectively with board, staff, and community about our budget and how we’re doing throughout the year in regards to receipts and disbursements**

- **Make sure YPS pursues at least two \$10,000+ grants each semester**
- **Grow Depreciation and Building Fund accounts**
- **Build up cash reserve so we can better handle state aid fluctuations**
  - **Cash reserve had a negative balance of -\$995,591 in 2009**
  - **Cash reserve will grow to over \$1,400,000+ as we enter 2016-17**

### **District-Wide Leadership**

- **For all employees, be a role model that exhibits honesty/integrity, a strong work ethic, high expectations for self and others, and enthusiasm**
- **Challenge, support and assist administrative team in their continued efforts to lead their buildings and departments forward**
- **Continue to solicit input from others as often as possible**
- **Work on comprehensive post-graduate survey to report how YPS students are doing after high school graduation**
- **Continue to help YPS broaden its “legislative footprint” through STANCE and active involvement at the State Capitol**
- **Work to secure a viable facility plan for YPS to have its own “birth to five center” on YES campus**
- **Work to secure a viable facility plan for YPS to have its own enrichment center on/near YHS campus**

