

Superintendent's Professional Goals

August 2018 – July 2019

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, to include classroom walk-throughs
- Be visible and approachable at school activities
- Provide several adult-centered workshops on the value of Twitter like we did several years ago
- Continue to further increase board of education involvement, to include committee work, to assist in the district's communication and public relations efforts
- 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" and "Traveling Community Coffee" meetings each quarter to reach out to our patrons and heighten communication between the school system and community
- Continue and improve upon "Lunch and Learn" meetings
- Continue to use Twitter (York Duke Power,) Facebook, and the school website to showcase YPS
- Interact with local business leaders on a regular basis through service club meetings, luncheons, invitations to school activities, special occasions, and hand-delivery of annual reports, sports schedules, etc.
- Continue to strengthen the YPS/City of York working relationship through work and communication with the new administration
- Continue to strengthen and broaden working relationships with all 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 and to once again include special, individualized invitations to local farmers/large land owners
- Help ensure that all events are publicized as much as possible and encourage community members to connect with YPS through our website

Instructional Leadership

- Expand and improve the "Real World Boot Camp" experience for the senior class
- Expand and improve the manufacturing and entrepreneurship course at YMS that began in 2017-18

- Look for entrepreneurship offerings to implement at YHS
- Work to further enhance our Summer Entrepreneurship Academy
- Find ways to increase mental health supports and educational opportunities for students
- Further improve our new teacher mentoring offerings, to include offerings after school begins
- Work towards increased academic opportunities for all students
 - More summer and semester offerings through partnership with SCC Satellite Campus
- Continue to work with First Five Nebraska, Buffett Foundation, and others to pursue expanded birth-to-five programming
- Help manage PreK-12th grade School Improvement Plan and Initiatives while continuing 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
 - Look to improve student performance on English/Language Arts State Assessments that were baselined in 2017-18
- 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
- Encourage more student participation in our work certification programming through NCTA
- Help ensure the teacher evaluation initiative continues and encourage full implementation this year
- Through dual role duties of superintendent and activities director, work to begin a YHS Social Media Team to further illustrate the importance of positive digital citizenship

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
- Help ensure proper use of the ½% sales tax for infrastructure improvement through the tax oversight committee partnership between YPS and the City of York

- Be cognizant of any changes to the Affordable Care Act and the effect on our self-funded health insurance plan and budget
- Continue to create more teacher awareness of the outstanding benefit package we offer, compared to “just salary”
- Continue to tell the story of school finance, including the growth of our cash reserve, which has eliminated the need for using the line of credit

District and State-Wide Leadership

- Fine tune and emphasize school safety initiatives and disaster planning, to include working hand—in-hand with local law enforcement to ensure we are all on the same page
- 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, to include non-certificated employees, through committee meetings, surveys, and personal interactions
- 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”
 - Continued conversations with SCC and local investors on potential facility with us as renting tenants using our existing grant funds
- Continued work with *Nebraskans United for Property Tax Reform and Education* to protect adequate and sustainable school funding without such an over-reliance on local property taxes

