ROANE COUNTY SCHOOLS

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2018-19 Superintendent Goals

Goal 1 – Through the development and implementation of the county strategic plan, build capacity among all staff to support and deliver a high-quality educational program that promotes student achievement in academics, athletics, and the arts.

Objective 1.1 – Develop a model of distributed leadership by providing focused Central Office support from directors to school principals and staffs. [throughout 2018-19]

ONGOING a) Dir. of Curriculum & Instructional Support -> Spencer Elementary & Spencer Middle
Focus area: Vertical and horizontal integration of curricula

ONGOING b) Dir. of Special Education -> Geary & Walton Elementary Middle Schools
Focus area: Personalized Learning and Interventions

ONGOING c) Dir. of Student Life -> Roane County High School
Focus area: Attendance and Discipline Support Systems

ONGOING *Objective 1.2* – Through fidelity checks, ensure that the adopted curricula and approved supplemental curricula are being used to meet the needs of all students. [throughout 2018-19]

Objective 1.3 – Determine the needs of staff regarding professional development and develop a plan to meet these needs.

COMPLETED a) Conduct survey of staff by classification (teachers, aides, etc.). [by Nov. 1, 2018]

COMPLETED b) Review survey results with staff to determine needs. [by Dec. 31, 2018]

IN DEVELOPMENT c) With school leadership teams, develop plan to deliver PD focus on determined needs using local, regional, state, and national resources. [by March 1, 2018]

IN DEVELOPMENT d) Implement plan beginning with year-end CE days and continuing through summer 2019 into 2019-20 school year.

Next steps:

- Plan, staff, and execute summer professional development academy centered around student success – 21st century learning skills, positive behavior supports, and rigorous teaching and learning.
- Develop and implement administrative guidelines as required by 200s series policy revisions (Educational Program).
- With teacher, student, parent, and administrator input, develop "non-negotiable" expectations for Roane County classrooms – physical appearance, technology use and availability, student and teacher roles, etc.

Goal 2 – Develop community partners and promote the office of Superintendent of Schools as a community leader in educational and civic pursuits.

`COMPLETED` *Objective 2.1* – Promote successful passage of the November 2018 bond election through use of community resource and stakeholder groups. [through Nov. 6, 2018]

Objective 2.2 – Develop and promote direct lines of communication between the superintendent's office and staff, students, and the public.

`ONGOING`
    a) Develop and maintain the Roane County Schools Facebook page as a conduit for promoting county and school programs and soliciting public input. [throughout 2018-19]

`ONGOING`
    b) Develop and implement multiple and accessible methods for constituents to submit questions or concerns to the superintendent's office, with documented follow-up and resolution. [by Nov. 1, 2018]

`ONGOING` *Objective 2.3* – Using prior stakeholder committees as a model, develop a set of small, standing advisory panels focused on aspects of county and school programs. [by Dec. 31, 2018]

Next steps:

- Complete design and development phase of Securing Our Future bond program with construction phase to begin as early as April 2019.
- Develop and deploy additional rich content to county website, including information on programs of study, athletics, and other extracurricular and co-curricular programs.
- Develop stakeholder committees:
  - Positively Charged
  - Athletic Facilities Improvements

Goal 3 – Maintain fiscal and human capital resources while developing policies, procedures, and practices that promote responsiveness, efficiency, and effectiveness.

`ONGOING` *Objective 3.1* - Complete review cycle of board policies and administrative guidelines and establish future review cycle to promote relevance and reflection. [throughout 2018-19]

`IN DEVELOPMENT` *Objective 3.2* – Develop and implement systems for feedback and review of support operations, including maintenance, transportation, technology, and child nutrition. [by Feb 1., 2019]

Next steps:

- Complete review cycle for series 300 (School Operations), 400 (Students), and 600 (Buildings and Grounds) by end of 2018-19.
- With student, teacher, parent, and administrator input, develop feedback cycles for operational areas using continuous improvement and just-in-time principles.

Goal 4 – Utilizing technology and human resources, build capacity for a sustainable transformation of Roane County Schools into a district that offers multiple and varied opportunities for lifelong learning.

`ONGOING`
Objective 4.1 – Continue development of county learning management system and ensure that teachers and staff are sufficiently trained and usage monitored. [throughout 2018-19]

`IN DEVELOPMENT`
Objective 4.2 – Develop plan for virtual and hybrid learning models using local, regional, state, and national resources. [by Mar. 1, 2019]

`COMPLETED`
Objective 4.3 – Communicate with county homeschooling population to determine needs and develop avenues to encourage services within the public school framework. [by Nov. 1, 2018]

`IN DEVELOPMENT`
Objective 4.4 – Develop Student Support division to refocus resources on student mental health, career exploration, advanced coursework, and alternative learning environments. [by Mar. 1, 2019]

Next steps:

- Develop "boot camp" for Schoology to aid students, teachers, and parents.
- Expand use of Schoology to include horizontal and vertical teams, cross-curricular groups, and professional development.
- Identify needs and dedicate resources to promote student success efforts – attendance, positive behavior supports, and college and career exploration.

Goal 5 – Work to increase transparency in board operations by providing timely, responsive, and pro-active information to board members, the media, and the public.

`ONGOING`
Objective 5.1 – Develop and host LSIC, parent, and community forums at local schools to solicit feedback and provide direct contact with the public. [throughout 2018-19]

`ONGOING`
Objective 5.2 – Encourage public participation in board meetings and policy discussions through recognitions, invited presentations, and public comment periods. [throughout 2018-19]

Next steps:

- Identify focus topics for forums and discussion groups (in-person and through social media).
- Structure regular board updates from key divisions – curriculum, student success, operations – and each school.