



## FREEMAN SCHOOL DISTRICT BOARD / SUPERINTENDENT GOALS FOR 2014-15

The *Freeman 2020 Strategic Plan* guides our vision as a school district. Every decision we make is based on this strategic plan and we regularly review our progress and make adjustments as needed.

### **1. Curriculum, Instruction and Assessment**

- Focus on ensuring high academic standards and expectations for students at every grade level to improve student achievement.
- Continue increasing our academic rigor through continuous improvement of our teaching and learning skills, strategies, and techniques.

*Successful completion indicators:*

- ✓ All buildings and district will meet Adequate Yearly Progress (AYP) or enter “safe harbor” as determined by our math, reading, and end of course assessment test.
- ✓ Continue to develop classroom-based assessments, formative assessments, summative assessments, and end-of-course assessments.
- ✓ Focus on observations and walkthroughs in all three buildings – each administrator is expected to be in classrooms five (5) hours per week.
- ✓ Continue to develop processes within Special Education.
- ✓ Continue offering ongoing professional development specifically focused on Common Core State Standards, the Reflective Growth Staff Evaluation process, and Positive Behavior Interventions and Support.
- ✓ Continue to implement a new evaluation tool for administrators, teachers, and classified staff during the 2014-15 school year.

## **2. School Safety, Culture and Environment**

- Focus on student and staff safety to improve student achievement.
- Continue providing a positive, nurturing culture and supportive learning environment for students and staff.

### *Successful completion indicators:*

- ✓ Continue to develop and implement the School Emergency Response Plan (SERP) emergency procedure plans and train all staff members.
- ✓ Practice safety plans for each building.
- ✓ Continue training on bullying and harassment for students, staff and parents.
- ✓ Support learning for staff through in-service, workshops, educational conferences and continuing education.

## **3. Partnering with Parents and School/Community**

- Focus on communication, involvement, and partnering with parents and our Freeman School/Community to improve student achievement.
- Continue developing relationships, building trust and keeping communication lines open at all times which includes a “No Surprises” approach.
- Continue developing relationships and communicating with our community and patrons, striving to connect with our non-parent community members.

### *Successful completion indicators:*

- ✓ Continuous feedback from students, staff, parents, community, and board during the 2014-15 school year.
- ✓ Committee meetings and discussions during the 2014-15 school year to review progress made on the Freeman 2020 Strategic Plan and adjust as needed.
- ✓ Successful communication through our Freeman Focus, the district website, instant alerts, Friday Flyers, The Bagpiper, surveys, etc.
- ✓ Develop a communication plan to continuously improve community relations.

#### **4. Fiscal and Legal Accountability**

- Focus on financial and legal accountability, as well as the maintenance of our facilities, to improve student achievement.

##### *Successful completion indicators:*

- ✓ Operate financially within the rules, regulations, policies, and procedures of the federal government, the State of Washington, the Office of the Superintendent of Public Instruction, and the Freeman School District.
- ✓ Continue to be excellent stewards of our financial resources and set priorities for the district based on our available resources.
- ✓ Continue with accurate, timely and ongoing communication with board, staff and community regarding accountability.
- ✓ Successfully pass the 2015 Educational Programs and Operation Levy.
- ✓ Complete construction projects on time and within budget.
- ✓ Defend 4.8% cash reserve and look for opportunities to rebuild the reserve back to the school board goal of 5% while meeting the educational needs of our students.
- ✓ Take any additional funding collected above our projected enrollment of 830 and use those funds to enhance program needs and add monies to our fund balance.
- ✓ Identify and develop processes to examine our expenditures and look for additional revenue sources, including any applicable grants.

#### **5. Personal/Professional Growth for Board and Superintendent**

- Focus on continuous improvement for the school board and superintendent.
- Continue developing and growing our Administration and Leadership Teams.

##### *Successful completion indicators:*

- ✓ Strive for continuous improvement, both individually and as a team.
- ✓ Attend professional training, workshops, and seminars which help with both personal and professional growth.