



EASTERN LOCAL SCHOOL DISTRICT
50008 STATE ROUTE 681, REEDSVILLE, OH 45772
HOME OF THE EAGLES!

Scot Gheen, Superintendent

Lisa Ritchie, CFO

Superintendent Goals for 2011-2012

Goal 1: Data and Decision Making Process

- A. Use Data from ODE and other resources to continuously monitor student progress against the state and district established performance goals.
- B. Develop shared Accountability for addressing the achievement and growth of all students by collecting and effectively using relevant data. This will build a culture that supports the use of data to improve teacher and student performance and identify gaps and trends that require better decisions regarding instruction, intervention, and professional development.
- C. Use data to set performance targets for principals and their goals for each building and grade level, planning for the success of all subgroups and closing achievement gaps.
- D. Expect all district administrators'/principals to model and monitor use of data to inform instructional decisions, develop data teams, and school supports for effective use of data for improved teaching and instruction.
- E. Regularly review and analyze building level data and provide guidance for both district and building level actions. Done through creating, supporting, and implementing data level teams at all building levels.

Goal 2: Focused Goal Setting

- A. Align district work with district goals for instruction and achievement that are collaboratively developed and sustainable over an extended period.
- B. Develop one master plan aligned with all district goals in commitment and conjunction with the board of education towards meeting district goals and performance targets.

- C. Establish and convey the district's vision and mission for guiding collaborative development and communication of goals to our community members and district constituents.
- D. Implement a sustainable system for monitoring progress and making adjustments to implementation of the district improvement plan.

Goal 3: Instruction and the Learning Process

- A. Focus on 21st Century skills, ensuring that all students combine core subject skills with other significant skill, including critical thinking, problem solving, communication, self-directed learning, and global awareness.
- B. Ensure that the district curriculum and instructional programs are designed to provide full access and opportunity to all students/student groups to meet state and district goals.
- C. Require the systematic implementation and ongoing evaluation of prevention and intervention strategies employed by the district, as part of the instructional program ensuring all students have the opportunity to meet performance targets.
- D. Require the frequent use of collaboratively developed common formative and informative classroom assessments (SSA, Success, Classworks Model ...) to gauge student progress and help guide instructional planning towards meeting district goals.

Goal 4: Community Engagement Process

- A. Communicate clear expectations to community members in regards to development and support of district goals.
- B. Offer opportunities for meaningful input and feedback from community members in regards to district goals, operations, and partnerships activities.
- C. Engage and communicate with community members, stakeholders, and district constituencies in regards to district and building level events and support of district and building level operations.

Goal 5: Resource Management Process

- A. Focus the use of district resources, including time as well as staff, to support and improve fiscal responsibility, student achievement, and staff management.
- B. Include the treasurer, board, and any district developed teams, as an integral part of maintaining the budget process and ensure that all appropriate resources are allocated to support the district goals and plans.
- C. Develop and implement a system for staff performance and professional development that aligns with district and state goals.
- D. Make recommendations regarding scheduling and time management based on building and district level strategies for improving instruction, achievement, and fiscal solvency.

Goal 6: Board Development and Governance Process

- A. Work in partnership with board members to adopt and review policies in meeting district goals and meeting the needs of all staff and students.
- B. Report to the board and community the student achievement data and progress on district performance on a regular and frequent basis.
- C. Continually promote high expectations so that all internal and external community members can understand and articulate the district goals and action steps for improving instruction and achievement.
- D. Promote shared leadership and provide opportunities for board member participation in professional development aligned with district priorities and goals.