



APPROVAL OF SUPERINTENDENT GOALS

SITUATION

The Superintendent's goals for 2016 - 2017 are presented for School Board approval.

RECOMMENDATION:

BE IT RESOLVED that the Beaverton School Board approve the Superintendent Goals for the 2016 – 2017 school year.

District Goal: WE empower all students to achieve post-high school success.

The Beaverton School District recognizes the diversity and worth of all individuals and groups. It is the policy of the Beaverton School District that there will be no discrimination or harassment of individuals or groups based on race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, marital status, age, veterans' status, genetic information or disability in any educational programs, activities or employment.

**Beaverton School District
Superintendent Goals
2016 - 2018
Don Grotting**

The following goals are designed to be achieved over a three-year period with formal updates delivered annually to the Beaverton School District Board of Directors in addition to informal updates communicated when appropriate.

WE Embrace Equity

All goals, efforts, expected outcomes for our children, parents, staff, community, and other entities will be focused and aligned with BSD's Pillars of Learning.

WE Expect Excellence

STUDENT ACHIEVEMENT: In anticipating revenues and resource investments for the next biennium, I am setting an academic increase of 6% for all students and a 10% increase for all chronically underserved or marginalized students over the next three years in the following measurements:

- Students participating in the State required SBAC summative assessment with special attention given to students of color, Second Language, Special Education, Poverty, and homeless students.
- Four and five year cohort high school graduation rates. Once again, special attention and resources committed to improving our marginalized, low performing, and chronically underserved students.
- Students completing Oregon University System or other accredited out of state university system minimum entrance requirements (15 specified college-prep courses with a C or better).
- Students recording learning goals; students reporting on track to achieve those goals.
- Students participating in at least one job, internship, apprenticeship, job shadow, or service learning experience before graduating from high school.

We Collaborate

Operations and Management:

My goal is to enhance the **Customer Service** perception and performance for all supporting departments in the Beaverton School District. Before the school year ends, we will conduct brief surveys of all departments to prepare plans of action for improvement. We are already in the process of conducting an audit of our maintenance department to assess capacity, efficiency, leadership, and operational structure. We must protect our investments and improve service to our students, staff, and community. Measurements will include surveys, number of complaints, processing of work orders, and evaluative visits of departments to include district, school offices and departments.

Bond Projects:

Continue to evaluate and monitor all bond projects for financial, timeliness, and qualitative proficiency. Measurements will include timely updates and progress. An audit is currently being conducted by Cornerstone Management and will be delivered to the board when completed.

Boundary Process:

Continue to direct and improve the Beaverton School District Boundary process for high school and elementary that ensures adequate communication and transparency, but most of all, meets the needs of our students regarding equity.

National, State, Regional, and Local Advocacy:

The Beaverton School District is my number one priority. In addition, Beaverton is viewed as a key leader in setting policy, advocating for resources, and ensuring equity for all students in Oregon. I am serving on several statewide committees for our Governor, COSA, OSAA, and others in an effort to positively guide and change the education environment for all students.

The following goals will support Beaverton School District and our State:

- Produce short and long-term investment and measurement strategies that align to our Strategic Plan and improve student opportunities and achievement.
- Ensure equity is always being evaluated when advocating or assigning resources at all levels to ensure our students, staff, and community can learn, grow and thrive.

We Innovate

Future Projects to Achieve Equity and increase career opportunities:

Early Childhood Education:

The only way to truly close the achievement gap with any success is to provide early childhood education for our student and parent education strategies. Research has shown if equity is to be achieved, this is the number one thing we can do to level the playing field. I will work with our ESD and others to leverage resources to begin creating programs to serve our marginalized and underserved students. Early Childhood Education and CTE Programs will be two of the top initiatives of our Governor in the next biennium.

CTE (Career Technical Education):

I will work with others to plan and implement career education programs to improve opportunities for all students. At both the national and state levels, resources and attention will be provided and allocated to improving STEAM and STEM opportunities for all students.

The above two programs will close the achievement gap, increase graduation rates, and reduce resources dedicated to interventions. These two areas will be key to the Beaverton School District providing equity for all students regardless of race, economics, or language.