Training

Monday, June 16, 2014 3:00 PM
Granbury ISD Board Room, 600 West Pearl St., Granbury, TX 76048, W Pearl St, Granbury, TX 76048

1. **Call to order**
2. **Board training - Team of Eight Training**
3. **Superintendent's Summative Evaluation**
4. **Adjourn**

OFFICE OF SUPERINTENDENT

For:	**Board of Trustees**
Date:	**June 16, 2014**
Action:	**Information**

To:	**Board of Trustees**	**From:**	**Dr. James M. Largent**
		Date:	**June 11, 2014**
		RE:	**Strategic Planning**

SUMMARY:
The attached document displays the Strategic Planning Goals 1-6.

Respectfully submitted,



Dr. James M. Largent
Superintendent

Granbury ISD
Superintendent's Evaluation Instrument

Name: *Dr. James M. Largent* **Date of Review:** *June 16, 2014*

Appraisal Period: *July 1, 2013 to June 30, 2014*

Based on available performance information, evaluate the superintendent's effectiveness in meeting each objective. Where applicable, the board should use the data referred to in the item in making its assessment of superintendent performance. A rating shall be assigned to each objective. Comments are encouraged to support each rating but are required on any rating of "Needs Improvement".

Rating Scale:

E	**Exceptional**	**Progress exceeds expectations and criteria noted in the instrument.**
P	**Proficient**	**Progress meets the expectations and criteria noted in the instrument.**
N	**Needs Improvement**	**Progress does not meet the expectations and criteria noted in the instrument.**

<u>Goal 1:</u> We will foster an environment where students, their families, staff, and the community provide a unified network of support that integrate positive relationship building and high expectations where every diverse member is valued.

Indicators:

- *Committees of principals and directors will meet regularly to establish and continue district initiatives from year to year.*
- *Staff will research all forms of effective social media, including billboards and print to showcase GISD.*
- *Utilize a phone translation program (like Language Line) to assist non-English speaking parents and schools with communication.*

Rating:_____

Board Comments:

Superintendent Comments

We are continuing with monthly administrative meetings to look at our strategic goals. Specific to this goal, we have included early release days for students, so staff can work together and collaborate in staff development activities. We continue to utilize various ways to communicate with our parents and community, including our new3 GISD app, and I truly believe we can say that if a parent or community member wants info on GISD, there are a wide variety of options to get that information. We have a great website, and a presence on Facebook, twitter, mobile app, etc. The Language Line program is in the budget for 2014-15.

<u>Goal 2:</u> We will implement a rigorous and engaging curriculum that integrates new technology, fosters partnerships, and utilizes innovative instructional strategies in order for every student to attain his or her individual goal.

Indicators:

- *Begin the implementation of Project Based Learning (PBL)*
- *Schedule staff training throughout the year to begin the process of training all staff in PBL.*
- *Establish a community partnership to support the "real world" audience concept.*
- *Various venues of communication regarding PBL will be created and implemented taking into consideration all stakeholders.*

Rating:_____

Board Comments:

Superintendent Comments

We are in the second summer of a three year process to train all teachers in Project Based Learning, a methodology to make learning more relevant. This came from our strategic planning, and so far the early results are very positive as the first projects have been revealed. We will continue to look for ways to build relationships with our community through the speaker's bureau, PBL projects, and with the new career and tech center coming soon.

<u>Goal 3</u>: We will provide an optimal technology infrastructure to support the on-going transformation of programs, services, and tools throughout every facet of the district.

Indicators:

- *Work with tech consultant to evaluate existing infrastructure.*
- *Work with principals to identify what a model classroom "looks like" regarding technology at different levels.*
- *Complete necessary applications with USAC, order equipment, install, and begin service to increase wide area network (WAN) from 1GB to 10GB.*
- *Purchase and install all necessary components to allow every student to have wireless access in every area of school.*
- *Move from 500MB of internet access to 1GB internet access. Continuously monitor and determine necessary bandwidth to meet instructional and functional needs of the students.*
- *Provide professional development to support all content areas seamlessly incorporating technology.*
- *Ensure that all students will demonstrate responsible digital citizenship by developing lessons that all students will complete.*
- *Expose students to a variety of technologies and enable them to select the most effective tool to accomplish the task at hand.*
- *Provide and evaluate necessary resources to facilitate access to student resources at home and away from school using cloud-based solutions.*

Superintendent Comments

Along with Amy Wood, we are working closely with the Huckabee technology consultant, as well as directors and principals, to lay out the next few years of technology. We plan to implement as much technology as we can in the K-8 levels over the next year, placing primary importance on equipment that is not reliant on connectivity. The infrastructure piece will be not fully implemented until the Network Operations Center (NOC) is established at the new central office building (Crossland campus). So, the plan will not be fully implemented for several years, but we do want to put into place as much as possible at our lower campuses to allow those students and teachers to begin learning and applying new technologies. We have made recent purchases for K-8 projectors, interactive white boards, document cameras and classroom audio that should be in place by September 2014.

- *If bond is not successful, work on Plan "B" to prioritize projects that can be done with excess funds from budgets each year, with fund balance, and brainstorm other ways to take care of technology needs.*

Rating:_____

Board Comments:

<u>Goal 4</u>: We will commit to evaluate, update, and invest in safe, state-of-the-art facilities providing optimal environments for all current and future programs for students.

Indicators:

- *If bond election is ratified, work with architects and construction managers to develop timeline for project completion.*
- *If bond election fails, work on Plan "B" to prioritize projects that can be done with excess funds from budgets each year, with fund balance, and brainstorm other ways to take care of growing facility needs.*

Rating:_____

Board Comments:

Superintendent Comments

We have had a very busy Spring with the design of the secured entries complete and we are meeting weekly on the high school project. Construction began on June 11 with demolition work at our K-8 campuses and we hope to have them ready to go when school starts, with the exception of Oak Woods, which will be under construction into the Fall. I have been very happy with Hucakabee architects and BTC construction thus far. As they work together on the HS project, I think we can have good cost estimates as we go from now until bid day, so there should be no surprises. I am happy with the interaction we have had with staff and the follow-up meetings, and I really think when the facilities are complete, our entire community will be very happy with the final product.

<u>Goal 5:</u> We will provide flexibility within the school day to allow individualized opportunities for students as well as teacher preparation and collaboration to support rigorous academic curriculum.

Indicators:

- *Form a secondary scheduling committee to review current district schedules, research, and gather information regarding increased time for PBL while minimizing transition time.*
- *Gain approval for early release days for teacher collaboration and professional development.*
- *Establish a district-wide professional development committee to identify future needs for campus and district PD.*
- *Create a district-wide survey to allow for staff input on professional development and PD calendar.*
- *Research and recommend a calendar for GISD that will meet the PD and collaboration needs.*

Rating:_____

Board Comments:

Superintendent Comments

We have established a committee to look at future needs for professional development and we have implemented the early release days. We have also surveyed our staff on future calendars and their interest on extending a calendar to include more professional development days in the school year rather than front-load them all, as we do now. Time is always an issue with professional development, due to the compacted school year. But, when we show staff what an extended calendar may look like, there are legitimate reasons why those are not popular. So, this is a difficult area to work with due to our constraints, especially with the mandatory start date.

<u>Goal 6</u>: We will provide support and assistance in learning experiences ensuring equitable resources and opportunities for all students and families.

Indicators:

- *Collect database of resources for learning experiences (Speakers Bureau)*
- *Research, collect and update data on organizations and resources available to our students and families with needs.*
- *Maintain a current database of educational resources for learning experiences. (Speakers Bureau)*

Rating:_____

Board Comment

Superintendent Comments

The first item for this goal was to begin the process of compiling a data base of resources. The speaker's bureau data base has been very successful, but we need to commit more time to the resource data base and compile it all in one location. I have had recent conversations with the Hood County Library about possibly using the STARS building as a library extension. As part of this agreement, they would house and staff our resource center where we could have information available to our entire community about organizations that can help families in a variety of ways. I hope to have a recommendation and involvement from the board later this summer regarding this possible agreement.

Board Relations: The superintendent maintains a positive and productive working relationship with the board of trustees.

Indicators:

- *Recommendations and appropriate supporting materials on matters for board decision.*
- *The superintendent's actions appropriately supported board policy and decisions with the staff and community.*

(The board acknowledges that individual members' judgment on the indicators above may vary from member to member and from incident to incident. Differences among members of the board about superintendent performance in this area should be discussed among the board so that consistent direction and expectations can be provided to the superintendent.)

Superintendent Comments

I have been very impressed with our board of trustees. I think all of you bring expertise in different areas, and I know that I can call on you if I have questions or want to run ideas or concerns by you. I believe that we have established a trust between the 8 of us so that we know we can speak about any topic in closed session, knowing that it will not leave the room. I want to work with each of you to exceed your expectations of me, while knowing that we may not always agree on every decision that is made. I respect each of you very much, and research shows that the board/superintendent relationship is a very important dynamic to the success of any school district.

Board members should assess this item on whether or not the members feel the superintendent exercised sound judgment on a **generally** consistent basis in meeting the corporate body's expectations in the above areas. The board's rating on this item should reflect the assessment of a majority of the board.)

Rating:_____

Board Comments:

Overall Comments by Board Members:

Comments by Superintendent:

It is a pleasure for me to work in Granbury ISD. I love my job and I really feel the next few years in GISD will be phenomenal! I am impressed with our board and leadership team, our teaching staff, and our students. I believe that we have turned the corner with our community and are gaining some good momentum for the future. If we can stick to our strategic plan, constantly monitor and adjust it, and keep our focus on what is best for the students in GISD, we will continue to move this district forward and do some incredible things! I truly believe the best is yet to come!!

*Superintendent's Signature*_____ *Date*_____

*Board President's Signature*_____ *Date*_____