

# Superintendent Goals for the 2021/2022 School Year

*NOTE: At its September 9, Special Board Meeting, the Colville School Board worked with Superintendent Fisk to set goals and objectives for the 2021/2022 school year. The goal-setting process was facilitated by Dr. Michael Dunn, Superintendent of Northeast Washington ESD 101.*

*There are three primary goals, each followed by a comprehensive list of action items. It is the Board's expectation that Superintendent Fisk will show significant progress toward each of the three goals by completing at least 80% of these action items by September 1, 2022.*

## **Goal 1**

### **Develop and strengthen Board-Superintendent Relationship**

- Communicate with all Board Members, and confer with the Board President on specific issues, as appropriate.
- Engage in one-on-one meetings with board members to deepen relationships, understand their goals for the school district, strengthen dialogue, and understand the Board's shared vision for the schools.
- Develop and discuss clear communication frameworks, systems, and expectations with each Board member.
- Meet regularly (in person or via Zoom) with the Board President and an additional, rotating member of the Board.
- Work with the Board President to discuss roles and responsibilities, norms, agenda setting systems, expectations for Board meetings, and calendar items.
- Establish a structure for responding to stakeholder concerns, comments, and feedback.
- Review and discuss the District Improvement Plan with Board members, and determine a potential framework/timeline for any needed updates.

## **Goal 2**

### **Learn about the Colville School District Staff and Students**

- Meet with certificated instructional and administrative staff to discuss achievement data, curricula, professional development needs and foundations, goals, and priority areas for staff.
- Explore systems of data collection and data analysis to inform decision-making.
- Meet with classified staff to discuss student and staff needs.
- Conduct one on one interviews with staff members.
- Review contracts and meet with HR and CEA Representatives across all bargaining units in the CSD. Connect with the WEA for the Colville Region.
- Ride the bus with students – engage in town route and longest route.
- Visit classrooms, to view the mission of the District in action.
- Serve in the kitchen.
- Sub in several classrooms.
- Meet with current CSD students.

## **Goal 3**

### **Build Partnerships with Colville Parents and the Community**

- Learn about existing parent/community/school partnerships.
- Determine communication needs and communication systems that work for our community.
- Review our current communication systems: newsletters, social media, website, etc.

- Meet with key community leaders, including from community organizations, businesses, and faith organizations.
- Meet with parents.
- Begin planning for development of a 5-year strategic plan that includes community and parent input and represents the diversity of CSD.
- Provide opportunities for staff and community members to learn about CSD funding, including EPO Levies, capital levies, and capital bond projects.
- Meet with parents and community members in groups and in one-on-one meetings to ask:
  - What should I know about Colville?
  - What do you hope for from a leader at Colville School District?
  - What do you love about our schools?
  - What is one area that our schools should focus on over the next **one year** to better support students and staff? Over the next **three years**?
  - What is one thing I should address immediately to improve our schools that can be easily implemented with little or no cost?

**While working to achieve the above goals, the Superintendent will:**

- Be a good listener.
- Ask questions to deepen understanding.
- Approach the role of superintendent as a humble learner.
- Nurture a culture of feedback and honest communication about progress toward goals.
- Encourage and celebrate the District's strengths and assets.
- Cultivate leadership and teamwork.
- Work with staff to maintain school facilities for safety and learning while continuing to implement long-range facilities plans and upgrades.
- Use reliable, fact-based data for planning and decision-making.
- Shine the light on successes, big and small, and build capacity within the organization to do the same.
- Work to develop a Continuity of Operations Plan for CSD
- Analyze the fiscal year 2020-2021 budget while continuing to budget for sustainability and innovation.
- Review the District's state and federal grants to evaluate their purpose, timelines, and plans for sustainability.
- Evaluate enrollment
- Review pending legal issues and meet with district counsel.
- Follow state mandates and local guidance on all Health and Safety measures (including COVID guidelines) to help ensure a safe learning environment for students and staff.