

**Georgia School Boards Association
Twiggs County BOE
(Proposed) Superintendent Goals 2020-2021**

District Goal # 1: Student Achievement

The superintendent will: improve academic achievement in each school as measured by state and national indicators.

Indicators – The superintendent will:

- | |
|---|
| 1. Identify areas where academic growth has been slow or stagnant as measured by College and Career Ready Performance Index (CCRPI) and provide assistance and support to ensure growth in those areas. |
| 2. Evaluate programs and methods at regular intervals to determine whether the impact is producing anticipated results. |
| 3. Identify students not meeting performance targets, as measured by formative and summative assessment results. |
| 4. Report to the BOE the status of projected student achievement and instructional program effectiveness on a periodic basis. |

Evidence needed to measure achievement and/or progress on indicators.

- | |
|---|
| 1. Data reports generated will be periodically provided on student achievement progress: CCRPI, Graduation Rate, Attendance, Number of students deemed College/Career Ready |
| 2. Agendas and improvement plans – Comprehensive Needs Assessment for 2017-18 |
| 3. Class reports on progress of targeted students. |
| 4. Track progress with Balanced Scorecard. |

(BOE agrees with superintendent on evidence needed to measure performance)

**Twiggs County BOE
Superintendent Goals 2020**

District Goal # 2: School System Fiscal Responsibility and Effective Resource Stewardship

The superintendent will: ensure that the school system is operating efficiently and effectively in all areas – school-based and system-based).

Indicators – The superintendent will:

- | |
|---|
| 1. Evaluate, analyze, and address the strengths, weaknesses and needs of every area in the system - school-based and system-based for optimal efficiency and effectiveness. |
| 2. Critique and evaluate every proposed expenditure to ensure optimal efficiency and effectiveness. |
| 3. Align all staff to execute district affairs efficiently and effectively. |
| 4. Ensure that appropriate curriculum resources are available for student and staff use. |

Evidence needed to measure achievement and/or progress on indicators.

(BOE agrees with superintendent on evidence needed to measure performance)

- | |
|---|
| 1. Organizational structure diagram of the system |
| 2. Budget/Financial reports/workshops |
| 3. Reports on district effectiveness |
| 4. Policy Review |

District Goal # 3: Attracting and Retaining Highly Effective Staff

The superintendent will: lead efforts in recruiting, hiring, and retaining highly qualified employees for the highest levels of excellence.

Indicators – The superintendent will:

1. Build for capacity to develop leaders within Twiggs County Public Schools.
2. Attend recruitment fairs to obtain a highly diverse, highly qualified staff.
3. Develop avenues to retain highly qualified staff by providing resources and professional learning opportunities.
4. Develop avenues to attract highly qualified staff through communication and coordination with area colleges.

Evidence needed to measure achievement and/or progress on indicators.

(BOE agrees with superintendent on evidence needed to measure performance)

1. Agendas from meetings with prospective leaders from TCPS.
2. Provide BOE with results from exit interviews/ climate surveys taken by staff.
3. Reports from professional development by staff – school and district level.

**Twiggs County BOE
Superintendent Goals 2020**

District Goal # 4: Community and Stakeholder Engagement

Indicators – The superintendent will:

1. Take actions necessary to increase the level of parental involvement in the educational process.
2. Take actions necessary to develop direct contacts between school principals and the communities they serve.
5. Take actions necessary to increase number of available business partnerships.
6. Take actions necessary to improve the overall perception of the district by its many constituencies, to include students, parents, visitors, volunteers, mentors, and business partners as measured by annual climate surveys.
7. Reports advising BOE of upcoming parental engagement opportunities.

Evidence needed to measure achievement and/or progress on indicators.

1. Periodic reports to BOE regarding the areas of strengths, weaknesses, and areas of needs of parental engagement efforts
2. Budget/Financial reports/workshops
3. Results from climate surveys

Adoption Date July, 2020

Proposed Evaluation Date(s) October 2020

Chair, Board of Education

Superintendent