



Superintendent Objective Performance Standards

Dr. Susan Elliott

2023-2024

Deliverable One: Improve belonging and equity for all students and staff to create a safe and respectful learning environment where all feel safe, valued, and heard. To include:

- In consultation with Living Strong, LLC, work with administration and the DEIB Committee to build foundational knowledge and develop a long-range plan to bring systemic change to improve equity and belonging for students, families and staff.
- Engage the DEIB Committee in a review of data to determine strengths and growth areas to increase belonging and equity for all students, families, and staff.
- Review recruiting, hiring, and retention practices with a focus on belonging and equity for staff and revise practices, as necessary, based on the review.
- Provide the Board and community with updates at the middle and end of the school year.

Deliverable Two: Improve multi-directional communication with stakeholders which serves to both inform and increase student success and access. To include:

- Compile information about local businesses and non-profit organizations which can increase student and family access and opportunities.
- Develop an outreach plan to engage with those businesses and organizations, targeting those which may be best positioned to help students and families with limited resources and access to school and other family resources.
- Create a local stakeholder advisory council to meet periodically with the Superintendent to provide feedback on relevant District issues.
- Present outreach plan to Board and community by January 2024.

Deliverable Three: Review and update the District's capital plan reflective of enrollment analysis, property analysis, and financial health to create a 5-year and a 10-year capital plan.

- Conduct an enrollment analysis to understand District trends and projections over the next 5 and 10 years.
- Conduct a capacity analysis of building spaces to identify efficiencies of use and to inform capital planning.
- Review the current capital plan relative to current timelines of planned projects and needed projects. Revise the plan as needed.
- Present the plan to the Board as part of overall District capital and financial planning.