Objective Performance Standards
Larry Cannon, Assistant Superintendent
2022-2023
Evaluation

Deliverable One: Improve climate and culture in schools to create a respectful learning environment where all students feel safe, valued, and heard. To include:
- Facilitate work as an administrative team to engage stakeholders and develop action steps to improve climate and culture based on feedback.
- Develop tools to gather feedback and monitor progress throughout the year.
- Provide training and support to administrators and lead teachers in engaging students and families as partners to improve climate in each building.
- Monitor progress and perceptions of school climate throughout the year to inform school and district level decisions focusing on three checkpoints between November 2022, March 2023, and June 2023.

Evaluation of Deliverable One: Met

Deliverable Two: Evaluate and assess the current Special Education and Pupil Services Program to improve overall services across the district. To include:
- Evaluate SPED Corrective Action Report from 2021-2022 and address corrective action items.
- Assess our current data specific to Special Education, which includes but is not limited to overall numbers of SPED across the district and disability designations, caseload sizes for SPED staff and historical trends of SPED staff hiring, financial implications of SPED programming and out of district placements.
- Review and assess current program effectiveness across disability categories and develop plans for programs specialists within each school and program to best meet the needs of our students and reduce the need of outside placements or services.
- Identify needs assessments for each program and identify specific training our staff needs to best program for each disability program (emotional support, learning support, autistic support, life skills).
- Present plan and vision for SPED programming to the Board in November of 2022 outlining program analysis to include future planning for staffing, training, and financial implications of these programmatic shifts.
- Begin personnel and parent training and program enhancements in Spring of 2023 to support rollout of SPED programming shifts in the August and September of 2023.

Evaluation of Deliverable Two: Met

Deliverable Three: To evaluate current and historic student assessment data to evaluate current programming and the framework curricular process to identify areas of priority. To include:
- Review and analyze state assessment data over the last five years to identify trends, strengths, weaknesses and priority areas to address within our curriculum framework and to evaluate resources being used across our buildings.

- Review and analyze local data and benchmarks to determine student progress and areas of need in order to address instructional practices and interventions in our buildings throughout the year, especially at the K-3 level.
- Identify and plan for programmatic needs based on PAYS survey data from 2021-2022.
- Present state, local, and PAYS data to the Board and community in October 2022.
- Work with departments and buildings to identify goal and focus areas for 2023-2024 based on local and state student data.

Evaluation of Deliverable Three: Met