

# The Frankston Independent School District Superintendent's Goals for 2018

## OUR VISION

*The Frankston Independent School District will provide all students a comprehensive educational experience and a culture of excellence with world class standards, ensuring that each child learns, grows, and achieves to their potential.*

## OUR CORE BELIEFS AND COMMITMENTS

### Core Belief One:

*We believe that all students must graduate with the knowledge, skills, and confidence to successfully engage in college, career, or the military. We commit ourselves to:*

1. Creating and maintaining a Culture of Excellence, ensuring that every child receives a comprehensive, high-quality education.
2. Ensuring that every student has the knowledge, skills, and self-efficacy to make informed decisions about college, career, and life choices and to be successful in achieving on those decisions.
3. Closing the gaps in levels of achievement among all students so that there is no discernable difference between students by race, gender, or economic level.
4. Measuring student achievement through authentic measures that go beyond mandated state assessments.

### Core Belief Two:

*We believe that our students must have effective and meaningful instruction in every classroom, every day, so that each child achieves to their potential. We commit ourselves to:*

1. Recruiting, developing, and retaining human talent who are committed to their own professional growth, to student achievement, and who embrace the District's mission, vision, values, and goals.

2. Supporting high quality professional development and learning experiences for our teachers and leaders that is aligned with school and district goals.
3. Supporting a culture of effective instructional practice based on trusting relationships, classroom observation, strategic coaching, and actionable feedback.
4. Providing a relevant, rigorous, and engaging curriculum for all subjects and grade levels.
5. Fostering a well-rounded education that includes experiences in the arts, athletics, and a variety of extra-curricular activities, with minimal distractions and more time for both academics and extracurriculars, so our students love school and maximize their learning.

### **Core Belief Three:**

*We believe that it is the collective responsibility of our school district, our students, our families, and our community to nurture each of our children, academically, physically, socially, and emotionally, creating a foundation for healthy and fulfilling lives.*

*We commit ourselves to:*

1. Providing a safe and secure learning environment.
2. Supporting an organizational culture in which all members of our school community actively promote and uphold the District's mission, vision, values, and goals.
3. Empowering our students, parents/guardians, teachers, and community, to create the meaningful and vibrant relationships critical for successful students and schools.
4. Developing and maintaining community and business partnerships.
5. Communicating with all stakeholders in a transparent, honest, and accurate manner.

## Superintendent's Performance Goals 2018

- ❖ **Strategic Goal 1:** *Increase on-grade-level performance in all subject areas*
  - ❖ **Superintendent Goal 1:** *Increase on-grade-level performance in reading and math by 5% across all schools*
  - ❖ **Metrics for Goal 1:**
    - *MAP Results: Fall 2017 – Spring 2018*
    - *STAAR Results: Spring 2018*
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- ❖ **Strategic Goal 2:** *Every student will graduate with the knowledge and skills necessary to be successful in college, career, or the military*
- ❖ **Superintendent's Goal 2:** *College Readiness Indicator Participation Rates Will Grow By 15%*
- ❖ **Metrics for Goal 2:**
  - *PSAT and SAT Participation Rates*
  - *Dual Credit Course Participation Rates*
  - *Career/Industry Certifications Awarded*
  - *Enrollment in Industry certification Aligned Courses and Programs*
  - *Rates of completion for College/Military/ Career Goal Aligned Personal Graduation Plans for students in grades 9-12*
  - *Number & Percentage of 8th grade students who have clearly developed academic or career plan for graduation aligned with their personal goals*

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- ❖ **Strategic Goal 3:** *Provide a school culture & climate that promotes participation in extracurricular activities and the development of positive character traits*
  - ❖ **Superintendent's Goal 3.A:** *Reduce the number of lost instructional hours due to disciplinary placements by 10%*
  - ❖ **Metrics for Goal 3.A:**
    - *PEIMS Report for disciplinary placements*
    - *Attendance rates for FISD*
  - ❖ **Superintendent's Goal 3.B:** *Create a set of metrics that reflect accurate rates of student participation in extra or co-curricular clubs, organizations, or activities at all three campuses*
  - ❖ **Metrics for Goal 3.B:**
    - *List of all clubs and organizations with BoY, semester, EoY participation numbers*
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- ❖ **Strategic Goal 4:** *Attract, develop, and retain world class educators dedicated to serving each student in Frankston ISD*
- ❖ **Superintendent's Goal 4.A:** *Reduce the pay scale gap bas compared to the local market average by 3% while maintaining a balanced budget and no tax increase*
- ❖ **Metrics for Goal 4.A:**
  - *TASB Pay Salary Report for 2018*
  - *2018-2019 Adopted Budget*
- ❖ **Superintendent's Goal 4.B:** *The percentage of staff that are highly qualified and of high quality will be at or above the state average*

❖ **Metrics for Goal 4.B:**

- *Teacher and administrator certifications*
  - *Texas PEIMS data for 2018*
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❖ **Strategic Goal 5:** *Strengthen strategic communication with students, families, employees, and community members to foster engagement and increase transparency, support, and confidence in FISD*

❖ **Superintendent's Goal 5:** *Use a variety of methods to inform internal and external stakeholders about FISD news, programs, and initiatives, with a 5% increase in the number of stories from 2017, and an 80% satisfaction rating for communication on quarterly stakeholder surveys*

❖ **Metrics for Goal 5:**

- *Articles published in the Frankston Citizen and other local print media*
- *Postings on FISD website and social media, including Facebook and Twitter*
- *Parent and Community Communications Surveys*
- *Weekly or biweekly internal updates per campus and district*
- *District Events Calendar*