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## Superintendent Targeted Goals

Dr. Justin Irish

2023-24

*A comprehensive list of the district's goals are located in the Annual Operating Plan. The Targeted Goals represent key focus areas for the district.*

<b>Strategic Pillar 1: Quality Instruction &amp; Curriculum</b> Research shows that the largest impact on student learning is quality teaching.	
5 Year Goal: 1.1 Systems supporting professional learning and continuous improvement are established, including a district-wide understanding of <a href="#">equity</a> and a hands-on, student centered approach with technology as a powerful tool.	
KPO 1.1b Staff collaborate and engage in continuous improvement processes.	
Action Items for 2023-24	Key Performance Indicators for 2023-24
<ul style="list-style-type: none"> <li>Staff engagement in the development of the School Improvement Process</li> <li>Leverage district leadership to support ongoing implementation of Professional Learning Community (PLC) in the context of continuous improvement processes</li> </ul>	<ul style="list-style-type: none"> <li>Board Reports and Board Site Visits</li> <li>School board presentation - demonstrate progress monitoring on the SIP</li> <li>Instructional Leadership Team notes and feedback</li> <li>Team meeting notes from Shared Drive</li> </ul>
5 Year Goal: 1.3 Each student, regardless of race or categorical program, has <a href="#">equitable</a> access to curriculum content with common learning outcomes and assessments.	
KPO: 1.3a Each student has <a href="#">equitable</a> access to rigorous course offerings, including multiple pathways for success.	
Action Items for 2023-24	Key Performance Indicators for 2023-24

<ul style="list-style-type: none"> <li>• Monitor the implementation of AP Spanish, AP Pre-Calculus, AP Physics, Math in Society, and College in the High School courses</li> <li>• Continue to support implementation of EL, Washington State History, IM (math), BioZone, and review caseload/class size in K-8 Highly Capable/Challenge program.</li> </ul>	<ul style="list-style-type: none"> <li>• Board study session Curriculum Updates to <ul style="list-style-type: none"> <li>○ monitor implementation and continued support</li> <li>○ explicitly communicate 2023-24 curriculum to be adopted</li> </ul> </li> <li>• Meeting notes and presentations <ul style="list-style-type: none"> <li>○ 100% will identify essential standards and align standards to EL assessments</li> <li>○ Curriculum map for BioZone, Wa State History</li> <li>○ Unpack and analyze student assessments in Illustrative Mathematics (IM)</li> </ul> </li> </ul>
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<p><b>Strategic Pillar 2: Partnerships</b>  Research shows that strong connections between schools and families lead to increased student learning. We celebrate family and community engagement as an essential component of our mission of success for all students. We are committed to accountability to the community for its support of local schools.</p>	
<p>5 Year Goal:  2.1 Our strategic partnerships will improve the quality and coherence of PreK-12 learning opportunities.</p>	
<p>KPO:  2.1a Strategic partnerships foster alignment of, and resources for, collaboration, communication, common learning and shared practices between the district and its partners.</p>	
<p>Action Items for 2023-24</p>	<p>Key Performance Indicators for 2023-24</p>
<ul style="list-style-type: none"> <li>• Build partnership with Latinx families - identify key stakeholders, learn about their experiences in our schools, and co-design actions for future collaboration</li> <li>• Partner with the Samish Indian Nation to host an event for students who identify as American Indian/Alaska Native and their families.</li> <li>• Implement contract with Anacortes Family Center (AFC) to provide and refine the district's McKinney Vento &amp; Foster Care services.</li> </ul>	<ul style="list-style-type: none"> <li>• Meeting attendance</li> <li>• Meeting attendance and agenda</li> <li>• Documented process for McKinney Vento &amp; Foster Care and board study session presentation</li> </ul>

<p>5 Year Goal: 2.2 Establish meaningful, consistent and open communications with internal and external stakeholders.</p>	
<p>KPO: 2.2a Increase the percentage of families, staff, and students who rate school communication as “effective.”</p>	
Action Items for 2023-24	Key Performance Indicators for 2023-24
<ul style="list-style-type: none"> <li>• Implement a system-wide survey, gathering feedback from staff and students.</li> <li>• Facilitate ongoing meetings with the Superintendent Advisory Council, District Leadership Team, staff, and community to leverage open, transparent decision-making.</li> <li>• Continue to train, review, and revise the Emergency Operations Plan.</li> <li>• Develop MOU(s) or Facility Agreements with local agencies for reunification site(s).</li> </ul>	<ul style="list-style-type: none"> <li>• Data source identified w/ plan for roll out</li> <li>• Identify claims from the surveys, a baseline to compare to in future years, and action steps for improvement</li> <li>• Agendas and Presentations</li> <li>• Feedback Forms</li> <li>• Safety Plans Revised in Rapid Responder and Easy Alert</li> <li>• Meeting agendas with APD and State Patrol regarding Safety Plan Procedures</li> <li>• MOU or Facility Agreement with local agencies for reunification site(s)</li> <li>• Identify approximate response times in partnership with APD</li> <li>• Agendas and presentations for Table Top exercises and accompanying revisions to Emergency Operations Plan</li> </ul>

<p><b>Strategic Pillar 3: Social-Emotional Learning</b> Effective education goes beyond academic skills. Self-management, self-awareness, social awareness, relationship skills and responsible decision-making - the five components of social-emotional learning are critical life skills.</p>	
<p>5 Year Goal: 3.1 Develop a systematic approach, with professional development, to support students’ social-emotional learning.</p>	
<p>5 Year KPO: 3.1c Each student has access to rigorous, relevant, and engaging social emotional learning.</p>	
Action Items for 2023-24	Key Performance Indicators for 2023-24

<ul style="list-style-type: none"> <li>● Implement Panorama student survey</li> </ul>	<ul style="list-style-type: none"> <li>● Survey administered by October 2023</li> <li>● Board presentation</li> </ul>
<p>KPO 3.1e Systematic plans support students' positive social behaviors.</p>	
<p>Action Items for 2023-24</p>	<p>Key Performance Indicators for 2023-24</p>
<ul style="list-style-type: none"> <li>● Develop a MTSS plan for tier I supports for the 2023-24 school year leveraging the panorama playbook</li> <li>● Discipline and behavior - training on discipline practices and data entry</li> </ul>	<ul style="list-style-type: none"> <li>● Discipline, Behavior and Social Emotional Learning goals and action items embedded in AMS and AHS school improvement plans</li> <li>● Reduced office referrals for student behavior (disaggregated by race and categorical program)</li> </ul>

<p><b>Strategic Pillar 4: Stewardship</b> Taking care of our facilities and equipment, planning for the future and remaining accountable to the public help us fulfill our mission of providing a first-rate education to our students and families.</p>	
<p>5 Year Goal 4.4 Engage families and community in budget development.</p>	
<p>5 Year KPO 4.4a Increase the percentage of families and communities who rate school communication about the budget as “effective.”</p>	
<p>Action Items for 2023-24</p>	<p>Key Performance Indicators for 2023-24</p>
<ul style="list-style-type: none"> <li>● Train district and building leaders budget code process and budget processes using Skyward.</li> <li>● Create a finance process for school and department budgets</li> <li>● Continue meeting with the Budget Advisory Council to engage internal and external constituents in budget processes.</li> </ul>	<ul style="list-style-type: none"> <li>● Meeting presentations and agendas</li> <li>● Publish a finance process handbook for District Leadership Team and office staff</li> <li>● Satisfaction survey from District Leadership Team and office staff regarding their understanding and implementation of budget process</li> <li>● Balanced budgets by department and school</li> <li>● Satisfaction survey from budget advisory council regarding their understanding of the district budget</li> </ul>