

WESTSIDE COMMUNITY SCHOOLS
Superintendent Goals and Priorities for 2024-2025

Top Goal Priorities per Category

- **Financial Leadership:** Communicate proactively and effectively with the BOE, staff, and stakeholders about our budget priorities, challenges, and outlook
 - Continue to gain budget clarity, identify instructional/program priorities, update and fine-tune multi-year plans, and create and follow our already-established capital maintenance program while making adjustments as necessary each fall and spring
 - Continue to communicate the board philosophy regarding our annual tax request, total revenue, and total disbursement analysis as established in 2019

- **Communication:** Work hand-in-hand with our Director of Communications & Engagement as we roll out our new district brand, work to become more efficient with internal and external communications, while engaging more parents and community members through our collaborative community council

- **Personal Growth:** Will be professional and purposeful in all interactions while being cognizant of risk factors

- **Facilities Leadership:** Lead Phase II projects through partnership with Project Advocates

- **WE-SIDE:** Continue to work towards a culture of “belonging for all”

- **Visionary Planning:** Continue “Year 4 work” through our 2021-2026 Strategic Plan and work towards measurable success in all areas

- **Culture Enhancement:** Utilize our All-Admin Team Culture Game Plan that was created in 2022 to further drive work throughout our buildings and district as a whole

- **Legislative Statewide:** Continue to set and communicate Legislative priorities, protocols, and strategies for the upcoming legislative session and beyond with Board of Education and lobbyist

Below are proposed goals I am directly responsible for with my personal actions:

FINANCIAL LEADERSHIP

- *Communicate proactively and effectively with the BOE, staff, and stakeholders about our budget priorities, challenges, and outlook.*
 - *Continue to gain budget clarity, identify instructional/program priorities, update and fine-tune multi-year plans, and create and follow our already-established capital maintenance program while making adjustments as necessary each fall and spring*
 - *Continue to communicate the board philosophy regarding our annual tax request, total revenue, and total disbursement analysis as established in 2019*

- Continue efforts towards increasing salary/benefit structure AND internal understanding of what we offer.
 - Recruiting and retaining high-quality staff remains a top priority

- Update our metro comparison salary and wage study for all employee groups to help with compensation proposals for 2025-26 and beyond
- Co-create and help oversee a day-to-day line-item budget that is easy to understand/explain
 - Ensure we receive more money than we spend

COMMUNICATION/PUBLIC RELATIONS/COMMUNITY ENGAGEMENT

- *Work hand-in-hand with our Director of Communications & Engagement as we roll out our new district brand, work to become more efficient with internal and external communications, while engaging more parents and community members through our collaborative community council*
- Communicate at a high level with school staff
- Utilize a new “Taco & Teamwork Tuesday” opportunity at all campuses in 2024-25
- Be a visible and approachable presence in all school district facilities on a regular basis, to include classroom walk-throughs
- Be a visible and engaged supporter at numerous school activities and events
- Continue to utilize and expand already developed student, staff, stakeholder, and retiree advisory committees
 - Continue assistance with Board’s “Student Advisory Council” as well
- Utilize social media to positively promote our school district
- Continue to provide 2+ opportunities a year for statewide leaders and decision makers to visit District 66 to see our students and staff in action

PERSONAL GROWTH

- *Will be professional and purposeful in all interactions while being cognizant of risk factors*
- Will be receptive of ongoing feedback

FACILITIES LEADERSHIP

- *Lead Phase II projects through partnership with Project Advocates*
- Fine tune and follow our already established facility upkeep plans with prioritized projects, funding sources, and strategic value
- Work to add more school safety measures throughout the district with more interior/exterior cameras on all campuses, more secured entry points at WMS and WHS, and applicable enhancements that come up through our school safety audits
 - Ensure the timely and effective implementation of ZERO EYES by October 15, 2024

WE-SIDE

- *Continue to work towards a culture of “belonging for all”*
- Help to expand offerings, events, and community forums that highlight the diversity we are proud to serve

VISIONARY PLANNING

- *Continue “Year 4 work” through our 2021-2026 Strategic Plan and work towards measurable success in all areas*
- Continue to identify common priorities and projects the school district and Foundation can work on together that both sides are supportive of and excited about
- Continue to work on forming a new Modular Schedule Consortium of schools in Wisconsin, South Carolina, and Texas that will help us grow with ideas into the future with like-minded colleagues

- Work towards the development of a long-term, sustainable strategy for levy override and bond issuances
 - Monitoring the legislative special session and adjusting to new rules for elections as needed

CULTURE ENHANCEMENT

- *Utilize our All-Admin Team Culture Game Plan that was created in 2022 to further drive work throughout our buildings and district as a whole*
- For all employees, students, and patrons, be a role model that exhibits honesty, enthusiasm, pride, a strong work ethic, and high expectations for self/others
- Emphasize “Westside Pride” and continue work to enhance our culture of pride, high expectations, innovation, community, teamwork, and excellence in everything we do
- Celebrate our many successes while constantly working to get even better
- Continue to help instill lots of communication, responsiveness, and follow-through with a results-based mindset throughout the entire school district at all levels

LEGISLATIVE/STATEWIDE LEADERSHIP

- *Continue to set and communicate Legislative priorities, protocols, and strategies for the upcoming legislative session and beyond with Board of Education and lobbyist*
- Continue to reach out and invite elected officials to see our programs and buildings in action to further build relationships and communication to work together for the betterment of our students

Aside from overseeing day-to-day operations, I will also help manage, delegate, and follow through with the following goals listed below by category:

INSTRUCTIONAL LEADERSHIP

- Assist with implementation and follow-through of newly revamped *instructional model* as we work on clarity and measurability towards an attitude of increased and sustained academic excellence
- Increase the percentage of students performing at/above state and national averages on local, state, and federal assessments
 - Help increase percentage of 3rd-8th grade students reaching proficiency on NSCAS
 - Help improve ACT prep and performance
- Assist with expanding career education and work certification opportunities
 - Avenue Scholars, Metro Community College partnerships, Intern Omaha, etc.
- Continue to assist building leadership as we address student behavioral expectations, communication of those expectations, and consistency of student discipline throughout the district through reinforcement, rewards, and consequences
- Increase dual credit and AP programming when/where applicable
- Identify SPED programming needs dealing with tiered interventions and behaviors
- Continue to expand upon “Summer Learning Academies” for students on a wide variety of topics, to include “Circle of Friends” offerings each June and July
- Continue to expand our partnership with *One World* as they can help better support our students and families in need
- Continue to expand our partnership with Munroe-Meyer Institute to better support students with special needs

- Continue to fine tune and create more Special Olympics and Unified Sports activity opportunities for students in need
- Continue to pursue unique academic opportunities for students over the summer to include satellite university camps, college exposure programming, etc.

FACILITIES LEADERSHIP

- Continue to ensure better connectivity and infrastructure throughout district to be able to maximize the tremendous technology we are lucky to be able to use for teaching and learning
- Continue to review current facilities format to analyze used, unused, and under-used facilities as we look for potential reduction and consolidation of space across the district
- Ensure that all buildings and their grounds are safe, well-kept, and representative of District 66's high expectations
- Help ensure our grounds look more presentable at all times....grass, weeds, etc.

WE-SIDE

- Continue to help provide meaningful professional development opportunities for staff with the objective of "belonging for all"
- Assist all school buildings as they host various activities, speakers, and assemblies to reach "No Place for Hate" distinction from the ADL
- Further engage students, staff, and parents/community as we work to be an organization that leads the way in acceptance and inclusivity
- Help form WE-SIDE student panel(s) to provide updates to staff, parents, and community from their perspectives