The following personal goals of the superintendent are set in alignment with the district goals of Reynoldsburg City Schools, updated in November 2014.

# Goal #1-Achieve academic excellence to ensure college and career readiness for all students **(Baseline Data: See district goals, November 2014)**

Strategic focus and desired outcomes for 2015

* Monitor/evaluate success of moving preschool programs to neighborhood schools in the 2014-15 school year. Recommend adjustments if necessary.
* Implement Innovations for Learning TeacherMate in all kindergarten and first grade classrooms. Recruit business partners to support TutorMate in at least half of K-1 classrooms.
* Continue implementation and plan for continuous improvement of new career technical/Project Lead the Way curriculum at the middle level.
* Continuous improvement of process for middle level students to earn high school credits, including algebra, geometry, biology, physical science, health and physical education.
* Continuous improvement of approach to gifted education to ensure that high achieving students are also demonstrating a high level of academic growth.
* Continuous improvement of educational strategies related to STEM education and blended learning.
* Continuous improvement of summer school, after-school and in-school intervention services resulting in narrowing achievement gaps among student subgroups and higher performance for all.
* Submit (and have approved by ODE) comprehensive plans for four career-technical pathways developed as part of the Innovation Generation initiative with our Straight A grant.
* Increase enrollment of Reynoldsburg students in Columbus State Community College courses from 450 students to at least 550.
* Increase college course offerings by Harrison College in Information Technology and Health fields from six sections to 12 sections.
* Expand program with Central Ohio Technical College from 1 year to 2 year.
* Add at least one new college partner to expand opportunities for students to make progress toward a degree or industry certificate prior to graduating from high school.
* Prepare for compliance with new requirements under College Credit Plus legislation, to go into effect in the 2015-16 school year.
* Execute first-year PARCC assessment implementation with no procedural violations.

# Goal #2 – Promote a culture of safety, high engagement and customer services **(Baseline Data: See district goals, November 2014)**

Strategic focus and desired outcomes for 2015

* Review and continuously improve school and district safety plans. Submit plan updates to the state on time.
* Conduct all regular safety and evacuation drills in school buildings and on school buses
* Continue collaborative efforts and partnerships with the RPD and local fire departments
* Evaluate partnerships that provide mental health and counseling services to students in elementary, middle and high schools against current needs. Identify gaps and formulate strategies to close gaps with expanded or new partnerships.
* Evaluate partnerships that provide after-school tutoring and academic extension services to students in elementary, middle and high schools against current needs. Identify gaps and formulate strategies to close gaps with expanded or new partnerships.
* Evaluate partnerships that provide mentoring and work-based learning experiences to students in elementary, middle and high schools against current needs. Identify gaps and formulate strategies to close gaps with expanded or new partnerships.
* Audit disciplinary data across schools and student groups. Identify areas of focus to improve approach to student behavior issues.
* Recognize student accomplishments by presentations to the board of education, the district website, school visits.

# Goal #3 – Optimize district’s potential and sustainability by demonstrating fiscal responsibility **(Baseline Data: See district goals, November 2014)**

Strategic focus and desired outcomes for 2015

* Stay on track to meet the board’s goal of maintaining a positive cash balance through 2019-20
* When making spending decisions, focus available resources directly to classrooms and students
* Monitor and continuously improve distribution of available school resources and staff for efficient and effective operations, i.e. appropriate class sizes and maximum desirable course offerings and learning opportunities.
* Evaluate the revenue impact of Ohio’s new two-year school funding plan (when it is finalized) and of new requirements with financial implications (such as College Credit Plus). Recommend spending adjustments as appropriate.
* Collaborate closely with the district treasurer to ensure that spending decisions are made in line with the board’s financial goals.

Goal #4 – Foster an environment of collaboration and partnership

Strategic focus and desired outcomes for 2015

* Establish and maintain intentional focus on priorities of communication and partnership in support of our educational mission.
* Improve communications with parents, especially at key transition points for their children, such as from elementary to middle school and in preparation for the high school academy selection process.
* Improve communications with teaching staff, especially by facilitating feedback on key issues (such as priorities for professional development) through the Teachers Focus Group.
* Reestablish the Superintendent’s Advisory Committee with representation from all constituent groups and facilitate productive discussion of key issues in the district.
* Maintain opportunities for constituent feedback with regular office hours, appointments and additional opportunities, as appropriate.
* Spend at least one full day per week at a district school for the opportunity to meet with staff, visit classrooms and interact with students.
* Continuous improvement of staff evaluation processes and implementation.
* Recruit and retain high performing administrators, educators and support staff. Identify career aspirations of highest impact staff, and explore opportunities in the district to retain their talents for the benefit of our students.
* Reward performance and effort of staff by completing Fellowship Award process and by identifying and implementing additional positive feedback and recognition.
* Support the negotiation of a fair and affordable contract with classified employees.