

Superintendent Goals

2012/2013 School Year

Goal	Rationale	Strategies	Measure
To foster critical and creative thinking skills in all Pre-K through 12th grade students while working to move ARS to the top quartile in the Top-to-Bottom Ranking published in 2017, and WHS to the top decile in the Top-to-Bottom ranking published in 2017.	In order to give our students a robust and competitive education, it is our duty to challenge them to think critically and creatively about the world around them. At the same time, however, we must grapple with the reality of the importance of standardized testing and the importance of our students' performance on standardized tests.	This goal will be achieved through a collaborative effort, headed by the superintendent, between the administration, faculty and staff of NICE Community Schools. Achieving this goal will be a test of teamwork and organization.	The superintendent and administrative staff will complete a situational analysis and develop an action plan to close the gaps in our academic programming. Targeted completion date: June 2013 board meeting.
Promote a culture of positivity and optimism.	A positive and optimistic school is a productive school.	The superintendent will work to model and foster positivity and optimism.	The superintendent will present an action plan for growth in this area at the June 2013 board meeting.
Renew the Operating and Sinking Fund millages.	These millages are vital to the financial stability of the district.	Build a coalition of school personnel and community members to tout the importance of considering the renewal of the Operational and Sinking Fund millages.	The superintendent will guide the district toward a special election on May 7, 2013. Passage of the Operational and Sinking Fund millages by December 31, 2013.

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Ratify new NTA and AFSCME Contracts.	Bargaining Unit Contracts are necessary for the smooth operation of any public school.	In conjunction with the Bargaining Units and the Board of Education, the superintendent will lead the effort to build consensus among the people at the negotiation tables in order to reach a settlement.	The superintendent and administrative staff will complete a situational analysis and develop an action plan to close the gaps in our academic programming. Targeted completion date: June 2013 board meeting.
Match personnel skill sets to the proper assignments and arrange appropriate training where needed.	Managing personnel well leads to a stronger school.	To work in conjunction with the administrative staff, teaching staff, and support staff to manage personnel well and provide the proper training opportunities.	The superintendent will develop proactive action plans for personnel management and skill development opportunities. Targeted completion date: June 2013 board meeting.
Evaluate the need for an Aspen Ridge School Expansion Plan and develop plans if necessary.	Our goal as a district is to grow. Our facilities need to be properly managed to accommodate that growth.	The superintendent will work with a Board appointed Ad Hoc Committee to plan for the future of the Aspen Ridge School.	The superintendent will present an analysis and action plan report by June 2013 board meeting if necessary.
Bolster and enhance district communications.	Good schools communicate well internally, and with their stakeholders.	The superintendent will work with the administrative staff to bolster and enhance communication paradigms.	The superintendent will attend at least one township meeting per year per township. The superintendent will seek membership to a service organization.
The superintendent will work within the board approved budget.	The law requires schools to maintain a balanced budget.	The superintendent will manage the budget within +/- 2% of the final amended budget.	The superintendent will develop a budget plan that maintains a board approved minimum fund balance.