

PERFORMANCE GOALS – Neil Oysti, Transportation Supervisor

	Goals & Objectives	Strategies	Measure	Evidence	Support	Discussion & Summary
1.	Support and promote district accountability goals	<p>a) Utilize new evaluation instrument to evaluate all employees</p> <p>b) Establish uniform “dress” standards for all employees under supervision</p> <p>c) Aggressively curtail and correct misinformation whether pertaining to department employees or other personnel</p> <p>d) Continue to conserve resources (financial) including monitoring/limiting overtime</p> <p>e) Monitor the distribution of extra trips in accordance with the contract</p> <p>f) Assist the Building Principals to manage bus discipline in a consistent manner</p>	<p>Elimination of rumors or misinformation</p> <p>Increase in the level of professionalism and appearance among all employees</p> <p>Increase in morale</p>	<p>Employee evaluations</p> <p>Monthly overtime reports</p> <p>Decrease in frequency of grievances or inquiries regarding hours/assignments of employees</p> <p>Decrease in the frequency of bus discipline referrals</p> <p>Visible improvement in unified appearance</p> <p>Regular progress reports @ AD Team meetings</p>	<p>Assistance in the elimination of rumors or misinformation</p> <p>Time at administrative team meetings to coordinate evaluation of employees with multiple assignments/supervisors</p> <p>Superintendent will provide monthly budget reports for proper monitoring</p>	
2.	Embrace and promote a unified customer-driven service model	<p>a) Instruct employees to direct questions, comments and requests to the Supervisor in a warm, friendly and empathetic manner</p> <p>b) Regularly elicit feedback from drivers pertaining to the effectiveness of existing stops/routes</p> <p>c) Develop page on district website that includes a message from the Supervisor, contact information, bus routes and other related information</p>	<p>Decrease in the frequency of questions/concerns voiced to personnel in the building offices or the Central Office</p>	<p>Formal and informal feedback from parents and staff</p> <p>Decrease the frequency of calls to the Central Office</p> <p>Webpage</p>	<p>The Superintendent will support decisions that are in the best interest of the student/district such as adhering to applicable laws and policies</p> <p>Assistance in the development of the webpage</p>	
3.	Improve the appearance of district grounds	<p>a) Identify and recommend landscape improvements</p> <p>b) Identify and recommend “standards of maintenance” by each area that will be used to further define performance expectations</p>	<p>Improved appearance for all areas</p> <p>Timely response to grounds-related needs</p>	<p>Written <i>Grounds Improvement Plan</i> (February, 2012)</p> <p>Written <i>Standards of Maintenance</i> (February, 2012)</p>	<p>Technical and research support</p> <p>Resources to facilitate improvements</p>	