

District Goal #1 Performance Expectation – Leadership

The Superintendent will provide leadership to the Wayne County Board of Education in implementing the district's vision, mission and goals.

- Collaborate with the Wayne County Board of Education in the preparation of long-term and short term operational and instructional goals.
Examples:
- Provide system data and leadership to the Wayne County Board of Education in its adoption of board and district goals.
Examples:
- Develop action plans with expected performances to be achieved on agreed upon goals.
Examples:
- Administer the adopted action plans by involving appropriate staff.
Examples:
- Oversee the planning and evaluation of curriculum and instructional programs.
Examples:
- Report to the Wayne County School Board the status of goals implementation and instructional implementation and instructional program effectiveness.
Examples:
- Report statistics and provide evidence of monitoring to the Board of Education on the effectiveness of school improvement efforts within the Wayne County Schools.
Examples:
- Annually discuss the school and system action plans to address district mission and goals.
Examples:

Meets

In Progress

Did Not Meet

District Goal #2 Performance Expectation – Academic Achievement

The Superintendent will provide leadership to increase student academic achievement and completion rates in all schools.

- Formulate and implement strategies that will facilitate positive strides towards meeting CCRPI in all schools.
Examples:
- Educate parents and other stakeholders on CCRPI mandates with emphasis upon attendance, student performance on state-mandated assessments, and graduation.
Examples:
- Develop action plans coordinating the improvement of student achievement for each school.
Examples:
- Establish and implement intervention instructional strategies for identified students not meeting proficiency.
Examples:
- Work with appropriate staff members/administrators to assure standards-based classrooms for all students.
Examples:
- Monitor the Special Education program for effectiveness and increased student achievement.
Examples:
- Report of support for serving students eligible for accelerated educational opportunities (Advanced Placement (AP) and Gifted.) Report to reflect testing and eligibility for services.
Examples:
- List of activities and strategies utilized to discuss CCRPI mandates with parents and community stakeholders.
Examples:

Meets

In Progress

Did Not Meet

District Goal #3 Performance Expectation – Staff Quality and Effectiveness

The Superintendent will develop and implement a district personnel plan to attract, recruit, evaluate, and retain a high performing educational staff to work with employees and students.

- Operate through adopted policies as the Wayne County School District’s “Chief Executive Officer” to administer the affairs of the Wayne County Board of Education.
Examples:
- Recommend all personnel actions taken by the Wayne County Board of Education including the employment, assignment, and dismissal of personnel.
Examples:
- Coordinate and collaboratively plan with school-site administrators on the assignment of personnel to insure that all students receive the benefit of working with highly-qualified and experienced staff members (“teachers teach all levels of student”)
Examples:
- Communicate the Wayne County Board of Education’s beliefs/vision/mission to school personnel.
Examples:
- Review and coordinate the evaluation process being implemented by the Wayne County School System to ensure a fair and equitable evaluation of all personnel is annually conducted.
Examples:
- Develop, implement, and coordinate the evaluation of building-level principals and central office support staff using the Georgia Leadership Keys or a similar tool.
Examples:
- Recommend, review, and maintain adopted job descriptions for staff members.
Examples:
- Work with building-level administrators, teachers, support staff, and all stakeholders in improving school climate at each school-site.
Examples:
- Discuss with principals at each school site the importance of diversity (ethnic, subject-content, grade-level, etc.) representation on committees addressing governance and student achievement issues.
Examples:

Meets

In Progress

Did Not Meet

District Goal #4 Performance Expectation – Organizational Structure

The Superintendent will assist the Wayne County Board of Education in managing the organizational structure of the Wayne County School District.

- Inform the Wayne County Board of Education about rules and regulations of the Georgia Board of Education and state and federal laws impacting programs and operations provided by the Wayne County School District.
Examples:
- Maintain and distribute all adopted policies.
Examples:
- Follow board-adopted policies when presenting new policies or revised policies to the Wayne County Board of Education for their consideration of adoption.
Examples:
- Provide recommendations on all policies presented to the Wayne County Board of Education.
Examples:
- Interpret and implement all adopted policies with all stakeholders.
Examples:
- Maintain contact and communicate with board members on issues that the superintendent deems necessary.
Examples:
- Provide guidance and suggestions to Wayne County Board of Education members for following proper protocol in assisting in settling grievances among parents, students, and educators.
Examples:
- Maintain the official records of the Wayne County Board of Education and other records that pertain to the Open Records Act.
Examples:

Meets

In Progress

Did Not Meet

District Goal #5 Performance Expectation – School Facility and Safety

The Superintendent will provide leadership to ensure safe, clean, modern, and appropriate facilities required to address identified improvement needs for the Wayne County School System.

- Develop and enforce procedures to provide a safe school environment.
Examples:
- Develop procedures to determine system-wide facility needs. Such procedures need to include appropriate staff and consultants in determining short-term and long-term needs and goals.
Examples:
- Work with consultants from the Georgia Department of Education in updating the *Five Year Facility Plan* for the Wayne County Board of Education.
Examples:
- Coordinate and work with all stakeholders to determine the costs of new construction, renovations, and modifications specified in the *Five Year Facility Plan* and the most appropriate and economically feasible means of addressing the identified costs.
Examples:

Meets

In Progress

Did Not Meet

District Goal #6 Performance Expectation – GSBA Board of Distinction

The Superintendent will provide leadership for implementing the Georgia School Board Association's (GSBA) Standards for Local Boards of Education, which include the eight areas of responsibilities, and assisting the Wayne County Board of Education in obtaining the GSBA classification of Board of Distinction.

- Work with the Wayne County Board of Education to implement the GSBA Standards for Local Boards of Education Criteria.
Examples:
- Assist the Wayne County Board of Education in implementing the criteria to meet the Board of Distinction classification.
Examples:
- Complete the appropriate paperwork and properly file the necessary application with GSBA to address criteria required for the Classification of a Board of Distinction.
Examples:
- Work with the Wayne County Board of Education on a biannual basis to maintain criteria for the Board of Distinction Classification.
Examples:

Meets

In Progress

Did Not Meet