

MVSD Superintendent Mark Wenzel Goals, 2011-2012

Standard 1: ETHICAL LEADERSHIP AND DISTRICT CULTURE

This standard stresses the superintendent's performance in leadership through empowering others, visioning, helping shape school culture and climate, and understanding multicultural and ethnic differences. It requires the understanding and modeling of appropriate value systems, ethics and moral leadership.

▪ Character Development

a) Facilitate Rachel's Challenge and follow up with leadership students at Liberty Bell

Deliverable: Successful assembly (based on sample of stakeholder feedback), three follow-up activities reported to the Board

b) Highlight character-related stories in each of *Methow Valley Pride*

Deliverable: Copies of stories

c) Lead SHAC subcommittee on school culture (anti-bullying)

Deliverable: Examples of at least one action shared with Board in April 2012 reflection

d) Promote the use morning meetings in all elementary classrooms

Deliverable: Video of morning meetings presented to Board in Spring 2012

▪ Board Leadership

Work with Board to maximize our shared leadership

Deliverable: Book study, possible changes in board meeting structure, WSSDA participation, 5D learning walk with Board by April 2012

▪ Principal Leadership

a) Facilitate a mentor for elementary Principal Brian Patrick in Fall 2011

Deliverable: Report from Brian Patrick to Board at least two times during 2011-2012 about work with mentor

b) Develop growth goals with principals in fall 2011, with evaluation in May 2012

Deliverable: Principal goals sent to Board in October 2012. Board reports from principals will include updates on goals

▪ Increase student voice

Facilitate focus groups of junior high and high school students to get input on an “ideal school,” distill big ideas and work towards implementing at least one big idea.

Deliverable: Share feedback with board by December 2011. Share implementation of at least big idea by April 2012.

▪ **Increase parent voice**

Facilitate focus groups of parents to get input on an “ideal school,” distill big ideas and work towards implementing at least one big idea.

Deliverable: Share feedback with board in Fall 2011. Share implementation of at least big idea by April 2012.

▪ **LBHS counselor**

Work towards a plan to hire a high school counselor for emotional/social needs in fall 2011

Deliverable: Present a plan to the Board by December 2011

Standard 2: POLICY AND GOVERNANCE

This standard describes the superintendent’s ability to work with the board to formulate internal and external district policy, defining mutual expectations of performance with the board and demonstrating good school governance to staff, students and the community at large.

▪ **Policy Review**

Work with policy committee to update at least 25 board policies in consultation with WSSDA recommendations

Deliverable: Share list of policies adopted by April 2012

▪ **Policies on Website**

Post at least 25 policies on website by May 2012

Deliverable: Website demonstration by June 2012

▪ **Book study**

Conduct at least one book study with Board in 2011-2012

Deliverable: Select book and study it by March 2012

Standard 3: COMMUNICATIONS AND COMMUNITY RELATIONS

This standard emphasizes the skills necessary to establish effective two-way communications and engagement with students, staff, parents, media and the community as a whole. It also stresses responding to community feedback and building community

support for and engagement with the district.

▪ **Parent brown bags**

Conduct at least three brown bags with elementary/high school parents in 2011-2012

Deliverable: Include minutes of brown bags in portfolio provided to the Board in April 2012

▪ **Parent emails**

Send monthly email to parents updating them on events and asking feedback – particularly in relation to student learning

Deliverable: Copy Board on emails

▪ **Student council**

Launch a student council at both schools. Attend monthly meetings with student leaders and principals. Identify actionable goals based on feedback

Deliverable: Written assessment of student councils included in portfolio

▪ **Focus on Education Week**

Develop plan for Focus on Education Week in November 2011, including radio spots, newspaper article, and community visit to school

Deliverable: Successful event based on stakeholder survey. Board report following event.

▪ **Written communications**

a) *Methow Valley Pride*

Write, edit and publish four issues of *MV Pride* with a focus on student achievement and character development. Maximize student voice in the publication.

Deliverable: Board will see issues upon delivery

b) *Staff News*

Produce monthly *Staff News* to update staff on latest news, board action, and state/federal developments in the education world.

Deliverable: Copy to Board

c) *Board Notes*

Produce Board Notes bi-weekly to keep the Board updated on latest news and developments.

Deliverable: Board will see issues upon delivery

d) *Methow Valley News*

Write at least one op-ed for *Methow Valley News* to build support for our mission. Collaborate with newspaper to provide accurate information on stories throughout the year.

Deliverable: Copy board on submission

Standard 4: ORGANIZATIONAL MANAGEMENT

This standard requires the superintendent to gather and analyze data for decision-making and for making recommendations to the board. It stresses the skills necessary to meet internal and external demands. It also requires the superintendent to provide technical advice to take a leadership role in labor negotiations, as well as maintain high standards in Human Resources, including applying ethical, contractual and legal requirements for personnel selection, development, retention, promotion and dismissal.

▪ **Budget management**

Work with ESD and Board to build 2012-2013 budget that addresses district needs, while maintaining overall fiscal health. Achieve an ending fund balance of at least \$200,000 by June 2012. Pass both levies in February 2012.

Deliverable: Passage of levies, ending fund balance of \$200,000 as evidenced by Bud X report presented to Board in April 2012

▪ **Technology leadership**

Lead district technology initiative; develop tech levy plan; facilitate goals in 2010-2013 Tech Plan such as increased staff capacity in technology.

Deliverable: Tech levy plan to Board by February 1, 2012. Tech report showing progress towards tech plan goals delivered to Board by April 2012.

▪ **Facilities leadership**

Collaborate with facilities committee to develop facilities capital projects levy proposal and draft bond proposal.

Deliverable: Capital projects levy proposal to board by February 1, 2012. Draft of 2014 bond proposal to board by June 2012.

▪ **Labor relations**

Join the MVEA executive team monthly meetings to discuss issues

Deliverable: Written reflection to Board by April 2012

Join PSE executive team monthly meetings to discuss issues

Deliverable: Written reflection to Board by April 2012

Negotiate a new contract for MVEA

Deliverable: New contract presented to Board by Summer 2012

▪ **HR**

Hire first-rate personnel for expected openings in sixth grade, high school math and health/child development

Deliverable: New hires in place by June 2012

Begin work with the University of Washington and MVEA on a certificated evaluation system, based on the 5D framework, with plans to launch a pilot in September 2012

Deliverable: Update to Board in April 2012 documenting progress towards this goal

Develop a clear leave policy with the policy committee

Deliverable: New policy in place by Summer 2012

Standard 5: CURRICULUM PLANNING DEVELOPMENT

This standard addresses the superintendent's skills in staying up to date in curriculum, teaching, learning and testing theories. It requires the superintendent to make sound recommendations for learning technologies.

▪ **Curriculum adoption**

Work with principals and science teachers to recommend elementary, junior high and high school science curriculum.

Deliverable: Recommendation to Board by May 2012

▪ **Liberty Bell courses review**

Review courses at Liberty Bell to determine optimal 2012-2013 course schedule

Deliverable: Make a recommendation to the Board by February 2012 regarding 2012-2013 Liberty Bell course offerings.

Standard 6: INSTRUCTIONAL LEADERSHIP

This standard addresses what is to be taught; this standard emphasizes *how* it should be taught. It emphasizes the skills required to ensure that the most effective teaching techniques are in place and that all instructional resources are used to maximize student achievement. This standard also requires applying research and best practices with respect to diversity sensitivities.

▪ **Lead UW Center for Educational Leadership (CEL) effort**

Work with the UW to do four full days of classroom "learning walks" to help the Teaching and Learning Committee develop capacity around the 5D framework. Build on this work with five targeted K-12 Professional Day sessions.

Deliverable: Written reflection to Board by April 2012

- **Support launch of National History Day project at Liberty Bell with coaching, logistical support**

Deliverable: Order materials, facilitate buses/hotels, work with students on projects. Report to Board by April 2012 on project success

- **Spend 50 hours in classrooms to support teaching and learning in 2011-2012**

Deliverable: Written reflection to Board by April 2012

- **Recognize students at board meetings during the year to celebrate student achievement**

Deliverable: At least three student presentations by April 2012

- **Support Drew Simmons with weekly meetings and regular reflection on how to maximize his role**

Deliverable: Written reflection to Board by April 2012

- **Work with Anne Andersen to facilitate a Writer's Workshop in Summer 2012**

Deliverable: Details of workshop shared with Board in Spring 2012

- **Launch Speech & Debate team at LBHS**

Deliverable: Trophies, successful kids, improved skills