

Superintendent Dr. Bervil Marsh Goals 2020-21

Background of the Performance Evaluation: *(enter on or before May 2021)*

Goal Identification: Based on the unique circumstances of the COVID-19 closure and subsequent resumption of school with a distance learning model, the areas of operations and management, as well as communications were selected as items of focus for this year.

Superintendent goals for 2020-21. These goals are based on the Washington Standards-Based Superintendent Framework (WSBSF).

Standard 7. Effective educational leaders manage school operations and resources to promote each student's academic success and well-being. (2018)

Theme D Effectively manages key elements of district operations (especially as they relate to COVID-19 closure, Continuous Learning 2.0, and possible reopening):

Goal 1 The superintendent, throughout the 2020-21 school year, will effectively and efficiently manage district operations by: working with the board, administration, employees, unions, community, health, governmental, risk management, and other regulatory partners to continually assess and refine approaches to Continuous Learning 2.0, bringing students and staff safely on-campus and adjusting educational offerings as appropriate.

Measure: To achieve this goal the Superintendent will be active in monitoring district operations in accordance with established policies and practices (proficient); engage staff in a continuous improvement process to review effectiveness of district operations and make changes as needed (distinguished)

Evidence: the following items are provided as a checklist of possible evidence for teaching this goal

- Monitor regional and state health, legislative, legal and financial issues related to COVID-19 closure**

- Successful start to 2020-21 school year** with students attending school in a remote model
- Complete bargaining with DEA on new contract;** maintain successful relationships with DEA and PSE employee group leadership
- Completion of capital project measures**
- Oversee transition to hybrid schedule**
- Prepare schools and staff for return to full-time onsite instruction**
- Prepare transition materials for new leadership**

Standard 8. Effective educational leaders develop positive working relationships and procedures that help the board of directors to promote each student's academic success and well-being. (2018)

Theme C Provides the board with timely information.

Goal 2 The superintendent, throughout the 2020-21 school year, will provide the board with timely information by communicating on a periodic basis with the school board, sharing pertinent emergency information in an expedient manner, providing periodic 1-on-1 discussions for concerns and questions, and striving to provide the same level of information and access to each board member.

Measure: To achieve this goal the Superintendent will assist board in understanding the multiple perspectives surrounding issues, as well as possible implications of decisions (proficient); collaborate with the board to review and improve the effectiveness of information and guidance provided to the board (distinguished).

Evidence: Weekly updates to the school board discussing issues, including implications and perspectives; weekly contact with school board chair or designee regarding weekly operations and events, vision, and emerging concerns; personal contact with individual board members that is tailored to each director's availability, preference for contact, and preference for frequency; as soon as possible communication of any closures or emergencies, as evidenced by Board-Superintendent communication log.