

## Washington Standards-Based Superintendent Framework – Annual Goals

<b>Name: Dr. Ian B. Saltzman</b>		<b>District: Everett Public Schools</b>	<b>Year: 2019-20</b>
<b>Standard 1 – Mission, Vision, and Core Values: Effective educational leaders develop, advocate, and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of <i>each</i> student.</b>			
Theme A – <i>Builds commitment to the vision and mission.</i>		<ul style="list-style-type: none"> <li>▪ Engage internal and external stakeholders in regular discussions of the district vision and build shared understanding and commitment to the vision.</li> </ul>	
<b>Standard 2 – Equity and Cultural Responsiveness: Effective educational leaders strive for equity of educational opportunity and culturally responsive practices to promote <i>each</i> student’s academic success and well-being.</b>			
Theme C – <i>Works to reduce opportunity and achievement gaps.</i>		<ul style="list-style-type: none"> <li>▪ Diminish achievement gaps in all federal sub-groups, engaging both internal and external stakeholders.</li> </ul>	
<b>Standard 3 – Curriculum, Instruction, and Assessment: Effective educational leaders develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote <i>each</i> student’s academic success and well-being.</b>			
Theme A – <i>Advocates for student learning as the district’s highest priority.</i>		<ul style="list-style-type: none"> <li>• Ensure systems of support in curriculum, instruction, and assessment are aligned and coordinated to improve student achievement.</li> </ul>	
<b>Standard 4 – Community of Care and Support for Students: Effective educational leaders cultivate an inclusive, caring, and supportive school community that promotes the academic success and well-being of <i>each</i> student.</b>			
Theme C – <i>Ensures that district procedures and practices promote a climate that is positive, friendly, and responsive to the needs of individuals.</i>		<ul style="list-style-type: none"> <li>▪ Apply continuous improvement process in strengthening district capacity to develop procedures and practices that promote a climate responsive to needs of students and staff.</li> </ul>	
<b>Standard 5 – Professional Capacity of School Personnel: Effective educational leaders develop the professional capacity and practice of school personnel to promote <i>each</i> student’s academic success and well-being.</b>			
Theme A – <i>Focuses evaluation and professional development on the improvement of student learning.</i>		<ul style="list-style-type: none"> <li>▪ Evaluate professional development systems in a continuous improvement framework to improve effectiveness of instructional practices and service delivery.</li> </ul>	
<b>Standard 6 – Meaningful Engagement of Families and Community: Effective educational leaders engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote <i>each</i> student’s academic success and well-being.</b>			
Theme B – <i>Develops strategies to involve families and community members in the educational process.</i>		<ul style="list-style-type: none"> <li>▪ Increase families’ and community members’ involvement and knowledge of district goals and long-term needs, especially with typically underrepresented communities, in advancing a district-wide vision for learning.</li> </ul>	

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<b>Standard 7— Operations and Management: Effective educational leaders manage school operations and resources to promote <i>each</i> student’s academic success and well-being.</b>	
Theme B – Effectively manages fiscal resources in accord with board priorities and instructional improvement.	<ul style="list-style-type: none"> <li>▪ Long-term planning in finances, staffing, technology, and facilities are intentionally and systematically driven by student enrollment, learning measures and strategic priorities.</li> </ul>
<b>Standard 8— Collaboration with the Board: Effective educational leaders develop positive working relationships and procedures that help the board of directors to promote <i>each</i> student’s academic success and well-being.</b>	
Theme D – Treats all board members fairly, respectfully, and responsibly.	<ul style="list-style-type: none"> <li>▪ Effective and consistent communication and interaction with directors.</li> </ul>
Board Approved: August 27, 2019	Type: Comprehensive