

Washington Standards-Based Superintendent Framework – Annual Goals

Name: Dr. Ian B. Saltzman		District: Everett Public Schools	Year: 2021-22
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.			
Theme B – <i>Aligns district procedures and practices with the vision</i>		<ul style="list-style-type: none"> ▪ Develops procedures and practices to ensure that the strategic plan is systematically and routinely used to guide decision on curriculum, budgeting, staffing, and planning 	
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.			
Theme B – <i>Increases district capacity to positively address cultural tensions or conflicts.</i>		<ul style="list-style-type: none"> ▪ Improves and grows a climate in which members of the school community can constructively discuss and examine their own views on diversity to improve mutual understanding. 	
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.			
Theme D – <i>Promotes values, beliefs and behaviors that create an organizational culture devoted to student learning.</i>		<ul style="list-style-type: none"> • Creates and sustains a shared moral imperative for the continuous improvement of student learning. 	
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.			
Theme E – <i>Articulates high expectations for ethical and professional behavior of district employees.</i>		<ul style="list-style-type: none"> ▪ Elevates a climate in which district employees are highly conscious of ethical and professional expectations and hold each other accountable. 	
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.			
Theme C - <i>Develops systematic strategies for using professional development to improve student learning.</i>		<ul style="list-style-type: none"> ▪ Evaluates professional development activities systematically and collaboratively with participants to ensure effectiveness in improving student learning. 	
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.			
Theme A – <i>Develops two-way communication strategies to reach families, other individuals, agencies, or groups in the community.</i>		<ul style="list-style-type: none"> ▪ Empowers effective networks of families, other individuals, agencies, or groups in the community to maintain regular two-way communication about district needs, goals, and activities. 	

Washington Standards-Based Superintendent Framework – Annual Goals

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.	
Theme B – <i>Effectively manages fiscal resources in accord with board priorities and instructional improvement.</i>	<ul style="list-style-type: none"> ▪ Collaborates with board, staff, and community to continually seek efficiencies, identify new sources of funding, and assess fiscal stability over several years.
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.	
Theme C – <i>Provides the board with timely information.</i>	<ul style="list-style-type: none"> ▪ Collaborates with the board to review and improve the effectiveness of information and guidance provided to the board.
Board Approved:	Type: Comprehensive