Washington Standards-Based Superintendent Framework – Annual Goals

Name: Dr. Gary Cohn	District: Everett Public Schools	Year: 2017-18

Standard 1 — Visionary Leadership: The superintendent is an educational leader who improves learning and achievement for each student by leading the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by school and community stakeholders.	
Strand 1 — Advancing a district-wide shared vision for learning.	▪ Improve the district's on-time and extended graduation rates. 1.1 ▪ Diminish achievement gaps in all federal sub-groups, engaging both internal and external stakeholders. 1.2/1.5

Standard 2 — Instructional Leadership: The superintendent is an educational leader who improves learning and achievement for each student by advocating, nurturing, and sustaining a district culture conducive to student learning and staff professional growth.	
Strand 1 — Putting student learning at the center.	▪ Ensure the elementary literacy adoption is implemented with fidelity to increase all students' performance in grades K – 5. 1.1, 1.5 ▪ Embed strategies from the Integrated Technology Plan into department action and school improvement plans. 3.5/4.1
Strand 2 — Evaluation and professional development.	▪

Standard 3 — Effective Management: The superintendent is an educational leader who improves learning and achievement for each student and employee by ensuring management of the organization, operations, and resources for a safe, effective, and humane learning environment.	
Strand 1 — Effectively and efficiently manages district operations.	▪ Demonstrate evidence of continuous improvement processes using appropriate key indicators and results from data driven improvement in human resources, finance, technology, and facilities operations. 2.3, 3.3, 3.5 ▪ Present evidence of schools' and departments' implementation of service standards that result in improved internal and external stakeholder perceptions. 2.1, 3.2, 3.3,
Strand 2 — Creates a safe and humane organizational environment.	▪ Systematically conduct data-based analyses of employee and student perceptions about safety and well-being, as well as students' social-emotional learning. 3.4

Standard 4 — Inclusive Practice: The superintendent is an educational leader who improves learning and achievement for each student by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.	
Strand 1 — Collaborating with families and community members.	▪ Increase families' and community members' involvement and knowledge of school goals and processes, especially typically underrepresented communities, in advancing a district-wide vision for learning, including early learning and college, career, and life readiness. 2.2, 5.1, 5.4

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Strand 2 — Collaborating with and responding to diverse communities.	▪ Improve proportion of staff of diverse backgrounds reflective of the district's student population. 3.1

Standard 5 — Ethical Leadership: The superintendent is an educational leader who improves learning and achievement for each student by acting with integrity, fairness, and in an ethical manner.	
Strand 1 — Acting with integrity, fairness, and courage in upholding high ethical standards.	▪

Standard 6— Socio-Political Context: The superintendent is an educational leader who improves learning and achievement for each student by understanding, responding to, and influencing the political, social, economic, legal, and cultural context.	
Strand 1 — Understanding and influencing the district's environment.	▪ Involve stakeholders in understanding and effectively responding to the impacts of enrollment growth, aging facilities, and program changes, especially the need for a new comprehensive high school. 4.1, 5.1
Strand 2 — Works effectively with the school district's board of directors.	▪ Present for board consideration a recommendation for secondary STEM program growth plans that will attract students district-wide. 1.1/5.4

Board Approved: August 31, 2017	Type: Comprehensive