



Goals 2018-19 for Rob Glass, Superintendent

Approved 7-26-18

1. By September of 2018 the administration will launch a facilitated, community engaged strategic planning process under the theme *Bloomfield Forward*. This process will build on our progress to date to elevate BHS to new heights of achievement, building on currently understood strengths and opportunities, including but not limited to:
 - a. Newly drafted Learner Profile and Global Thinking Dispositions
 - b. Cultural competency and pedagogical practices that narrow opportunity/achievement gaps and increase belonging
 - c. Coherent, research informed educational and operational structures
 - d. Program visioning and facility opportunities
 - e. Service StandardsThe plan will be completed by January of 2019
2. By June of 2019, the Board and administration will have a shared understanding and elevated practices/structures for district improvement plans and goals. We will use the expertise of our strategic plan facilitator(s), along with guidance from MASB/MASA, MDE and others as we complete our Strategic Plan (December '18,) Annual Goal draft (February '19) and Comprehensive Needs Assessment (with BIC throughout 18-19) and District Improvement Plan June 2019) Evidence will be through a questionnaire given to Board members in June 2019
3. By June 2108, the administration will convene a regularly meeting committee of internal stakeholders to use community survey and other data to assess and identify a prioritized list of highest leverage safety and security actions recommended throughout the district. A living plan will be in place by August of 2018, with execution of the highest priority items being completed by January of 2019. Evidence will be convening of the committee, list of identified items, and completion of the identified items. Further evidence will be through community survey to identify whether perception indicators of safety and security have improved.
4. By August of 2018, the administration will identify approximately 2-5 highest priority needs for process improvement throughout the district. By June of 2019, a service standards process improvement protocol will have been completed for teams working on each of the identified areas. Evidence will be the existence of documented, optimized workflows where none existed prior. Additional evidence will be improved satisfaction data for the identified areas as measured on the annual community survey. By July 2019, the administration will have identified next steps for proliferating and accelerating the use of service standards throughout the district. By June 2019, the administration will provide professional learning through a study session to the Board of Education regarding the process for communicating and mechanisms for delivering and ensuring consistency with learner supports (including SEL and 504 supports.)



Goals 2018-19 for Rob Glass, Superintendent

Approved 7-26-18

5. Equity, Inclusion, Social-Emotional Wellness: By June 2019, the administration will create cohesive structure and plan that integrates and informs 1) opportunity & achievement 2) school culture 3) student voice 4) instructional practices 5) DAERR community partnership and 6) efforts to create a more global workforce. Evidence will be through ongoing BIC/study session/regular Board presentations, and gallery walk-throughs of LST project plans. By June 2019, By June of 2019 webpage information will be updated to help families better understand available learner supports and programs in place to support items 1-6 within this goal.
6. Between September 2018 and June of 2019, the administration will at regular intervals report to the Board of Education the unfolding results of educational program visioning, along with any impacts, supports or further recommendations. Any final recommendations will be completed by July of 2019.
7. Between September 2018 and June 2019, the superintendent will participate in Interest Based Bargaining sessions leading to positive outcomes as evidenced by ratification of a mutually agreeable master agreement between the BHEA and the Board of Education
8. Between July 2018 and June 2019, the superintendent will engage state & local associations, government officials and local Bloomfield Hills networks to advocate for improved public education through state policy, specifically regarding elements embodied below:
 - a. By March of 2019, BHS will have hosted at least one high profile event to engage the local community regarding The Michigan School Finance Research Collaborative & Launch Michigan
 - b. By December 2018- the superintendent will decide upon the appropriate pace of engagement with the Michigan Competency Consortium (via resolution) including recommendations regarding specific participation in MSTEP alternative assessments.
 - c. By November 2108, BHS will make a presentation at the EdLeader21 Annual Event in Phoenix connected to some of the elements within Bloomfield Forward.
 - d. By October 2018, the administration will make a decision regarding participation in the EdLeader21 Assessment Project. If participating, the assessment will be administered and scored by June of 2019.

Note: The District's Strategic Plan Goals, Objectives and Indicators of Progress are the most comprehensive set of S.M.A.R.T. goals for which the superintendent is responsible.

The goals above are essentially a shorter subset of the Strategic Objectives to help the Board, Superintendent and public focus on some of the year's most essential goals.