

**Jean Shumate**  
**2012/13 Work Plan/Goals**

**Student Achievement** – Implement year four of the *2010/11—12/13 Strategic Plan*, which includes the *District Improvement Plan*, while concurrently developing and refining a three-year extension (*2013/14—15/16 Strategic Plan*).

**Goals:**

- 1) Increase the total average percentage of District students demonstrating proficiency on the state achievement in reading by an average of three percent (3%) District-wide, within the same cohort. For example, 76.2% of the 4<sup>th</sup> grade students demonstrating proficiency on the MSP in 2012-13 would be considered a three percent gain for this cohort (103% of the 74.0% of 3<sup>rd</sup> grade students demonstrating proficiency in 2011-12). The percentage of gain for each grade level cohort on the state assessment would be averaged to determine the total average percentage relative to this goal.
- 2) Increase the total average percentage of District students demonstrating proficiency on the state achievement in mathematics by an average of three percent (3%) District-wide, within the same cohort. For example, 65.7% of the 8<sup>th</sup> grade students demonstrating proficiency on the MSP in 2012-13 would be considered a three percent gain for this cohort (63.8% of 7<sup>th</sup> grade students demonstrating proficiency in 2011-12). The percentage of gain for each grade level cohort on the state assessment would be averaged to determine the total average percentage relative to this goal.
- 3) Narrow the reading achievement gap between English Language Learner (ELL) students and non-ELL students by increasing the total average percentage of proficient elementary readers by an average of six percent (6%) District-wide, within the same cohort. For example, 48.9% of the 4<sup>th</sup> grade students demonstrating proficiency on the MSP in 2012-13 would be considered a three percent gain for this cohort (106% of the 46.2% of 3<sup>rd</sup> grade students demonstrating proficiency in 2011-12). The percentage of gain for each grade level cohort on the state assessment would be averaged to determine the total average percentage relative to this goal.

Note: Recognition relative to paragraph three of Section One of the 2012/13 employment contract would be provided upon successful attainment of two or more of these goals.

**Budget/Fiscal Responsibility**– Ensure the development of financial plans that are responsible and aligned with our needs. Continued budget reductions are anticipated. Maintenance of the instructional core, through transparent public processes, will continue to be a priority in these times of reduced resources.

**Labor Relations** – Continue to strengthen relationships with each bargaining group through monthly communications/problem-solving meetings and informal conversations.

**Public Relations** – Continue to work with our constituents to build partnerships and present our District's story.