

**Miller Grove ISD**  
**2023-2024**  
**BOARD/SUPERINTENDENT GOALS**

**GOAL I: LEADERSHIP** (Performance Goals: 1—Instructional Management, 2—School or Organization Morale, 3—School or Organization Improvement, 8—Professional Growth and Development)

- The superintendent will actively recruit highly qualified teachers for all academic areas, with an emphasis on strategies to retain effective employees.
- The superintendent will meet with teachers and use an anonymous survey to establish themes and goals for retention.
- The superintendent will create a teacher mentor plan including different handbooks and criteria for teachers new to education vs those new to Miller Grove ISD.
- The superintendent will attend the First Time Superintendent Academy, the Regional Advisory Committee meetings at Region 8, and monthly Hopkins County superintendent meetings. The superintendent will work with faculty and staff to attend professional development to improve in their craft.
- The superintendent will ensure that each teacher receives a minimum of three walk-throughs and one 45-minute formal observation with feedback from their campus administrator per school year.

**GOAL II: STUDENTS** (Performance Goals: 6—Student Management, 9—Academic Excellence Indicators and Campus Performance Objectives)

- The superintendent will increase "Meets/Masters" criteria on STAAR from 46% in 2023 to 50% in 2024. The percentage will increase in 4% increments until culminating at 70% in 2029. (Student Performance Goal and cannot be used in the Superintendent's first year)
- The superintendent will increase third-grade reading "Meets/Masters" from 48% in 2023 to 53% in 2024. The percentage will increase in 5% increments until culminating at 78% in 2029. (Student Performance Goal and cannot be used in the Superintendent's first year)
- The superintendent will increase third-grade math "Meets/Masters" from 19% in 2023 to 26% in 2024. The percentage will increase in 8% increments until culminating at 66% in 2029. (Student Performance Goal and cannot be used in the Superintendent's first year)
- The superintendent will ensure that 100% of eligible seniors will graduate under current state standards. (Student Performance Goal and cannot be used in the Superintendent's first year)
- The superintendent will continue to review math data and increase the implementation of a more rigorous math curriculum in grades K-9.
- The superintendent will ensure that tutorials are offered and scheduled for students who scored Did Not Meet on STAAR/EOC tests.
- The superintendent will lead professional development for administrators and teachers regarding data analysis and data-driven instruction.

**GOAL III: OPERATIONS** (Performance Goals: 5—Management of Administrative, Fiscal, and Facilities Function)

- The superintendent will implement new procedures for budget expenditures to limit overspending and prevent spending without prior authorization.
- The superintendent will work to reduce the amount used from the fund balance annually and eventually add to the fund balance.
- The superintendent will hold principal meetings bi-weekly to ensure an open line of communication and execution of the district's goals.
- The superintendent will continue to host three safety and security meetings annually to review and update the district Emergency Operations Plan.

**GOAL IV: COMMUNITY RELATIONS** (Performance Goals: 4—Personnel Management, 7—School or Community Relations, 10—School Board Relations)

- The superintendent will foster a culture that engages the community and will proactively share "our story" with the community as a whole, communicating through the Miller Grove Parent Portal application, Facebook posts, and the district website. She will work to incorporate spirit-related activities such as the school vision, mission, and song to school-related activities
- The superintendent will cultivate engagement with the community through strategic planning processes and other events and initiatives (site-based decision-making committee, SHAC, safety and security committee, Title 1 meetings, ensuring teacher-parent conferences each semester, Fall Carnival, FFA stew and auction, etc.).
- The superintendent will ensure positive board relations through communication (emails), professional development (Team of 8 training, etc.), campus walks (invitation to walk hallways and classrooms with board members), and individual meetings.