

# **Kountze ISD**

## **2018-2019 District Goals**

### **GOAL I: Student:**

**KISD, as a district, will achieve, at a minimum, a letter score of “C” or better in Student Achievement, School Progress, and Closing the Gaps under HB 22’s A-F accountability system for the 2018-19 school year.**

**KISD will strive to improve the “STAAR percent at approaches grade level or above” in all grades to meet or exceed the Region / state average by the 2019-20 school year.**

**Continue to work with all stakeholders to show an overall increase in STAAR/EOC scores across all subject areas that are tested, plans will be developed and/or modified, addressing group/individual student remediation.**

### **Evidence of Attainment:**

**The Board will be given a report in Spring 2019 showing how instruction will be customized to address the areas of identified weaknesses, what plans were utilized to address said weaknesses, and how the plans were implemented at the campus level. TEA performance reports will be utilized to determine successful implementation.**

### **GOAL II: Leadership:**

**KISD will provide leadership designed to improve student performance and promote academic improvement of the schools within the District. The Superintendent will provide leadership in developing plans to align curriculum throughout the District through working with the Curriculum Director and campus principals, Department chairs and DMAC coordinators.**

**The Superintendent will ensure appropriate technology and applications are available to administrators and staff to efficiently and effectively monitor performance.**

**Evidence of Attainment:**

The board will be given a report in the fall 2018 & Spring 2019 detailing the Instructional / curricular plans for each campus/ subject area along with a technology update for the district.

**GOAL III: Operations:**

**Budget – Develop and recommend a budget that reduces deficit spending yet maintains the needs of the District.**

**Utilize budget to ensure it is closely aligned to zero based as possible for 2018-19 school year.**

**Facilities - Kountze ISD will utilize the Facility Improvement Plan. The plan address the prioritized list of short-term and long-term facility improvements and a timeline.**

**Evidence of Attainment:**

**Budget - Beginning in July, the Superintendent / CFO will provide accurate and in-depth budget workshops to enable the KISD Board to make an educated decision when adopting the annual budget. Monthly budget updates at board meetings.**

**Facilities – Facility Improvement Plan updates will be provided quarterly to the board of trustees.**

**GOAL IV: Board/Community/Staff Relations:**

**The Superintendent will provide leadership to better communicate to the community the positive activities programs, and accomplishments of the District. The Superintendent will participate as a visible part of the community as a representative of the District in such activities as Civic organizations, extra-curricular events, and other various community events throughout the year.**

**Evidence of Attainment:**

**Through electronic communication, the Superintendent will provide board members a weekly / monthly highlights of District activities and events.**

**KOUNTZE ISD**  
**“SELF EVALUATION”**  
**SCORING SHEET**

Superintendent: John C. Ferguson      Date: 2017-2018

**Directions:** This sheet is to be self- scored by the Superintendent and used as a reference in the final evaluation process.

Each goal will be scored according to the rating scale:

- 5 – Goal is met**
- 4– Proficient**
- 3 – Needs Improvement**
- 2 - Needs Strong Improvement**
- 1 – Unsatisfactory**

**KOUNTZE ISD  
SUPERINTENDENT EVALUATION SUMMARY  
BOARD PRESIDENT WORKSHEET**

**Superintendent:** John Ferguson      **Date of Review:** 11 June 2018

**Evaluation Period:** \_\_\_\_\_ 2017-2018

The Board President will:

1. Record the ratings (1, 2, 3, 4, 5) from the individual board member's forms.
2. Record the score reflecting board majority in Summary Rating and transfer to the Summary Report.
3. Sign and date the appraisal and secure the signature/date of the superintendent.

<u>Goal</u>	<u>Individual Board Member Rating</u>	<u>Summary Rating</u>										
1:	____	____	____	____	____	____	____	1	2	3	4	5
2:	____	____	____	____	____	____	____	1	2	3	4	5
3:	____	____	____	____	____	____	____	1	2	3	4	5
4:	____	____	____	____	____	____	____	1	2	3	4	5
5:	____	____	____	____	____	____	____	1	2	3	4	5

***money, Increased Fund Balance, Successful passing of the TRE. Upgrades of Lighting and HVAC cutting energy cost. Refined ADA and budget are aligned.***

**Facilities** - Kountze ISD will have facilities, equipment, and grounds that are clean, well kept, safe and promote community and school pride. Special attention will be given to the upkeep and appearance of all facilities, while stressing preventive maintenance in all facilities.

***Rating – Goal is met. Continue to implement facility plan developed with Director of M&O, Superintendent and CFO. Complete pressure washing of all facilities. Increased safety factors installing new security gates and fencing at all campuses. Work with 3 E-Solution group for facility study on power usage upgrades of lighting and HVAC. Implementing the student workers in the summer program to do cosmetic upgrades, painting, landscaping, and upkeep of present facilities.***

**GOAL IV: Board/Community/Staff Relations:** Kountze ISD will maintain the practice of open communication and transparency between the Board, the school, the community and the media. District website will be kept current and information will be relevant to the happenings in the district.

***Rating – Goal is met. Continual usage of: Call out system, Web Pages (Campuses and District), Facebook pages (Campuses and District), newsletters (Campuses) Media coverage, recognition programs at board meeting, recognizing faculty, staff and students. Notification to board members thru emails, texts or phone about important activities. Campus and District level improvement committee meetings.***

**GOAL I: Student:** KISD will embrace the opportunities that students are afforded under House Bill 5 by offering as many of the endorsement pathways as possible. Local student employability will be evaluated along with current staffing and facilities to develop course offerings that are feasible and of the greatest benefit to our students.

*Rating - Goal is met. There will be improvement and tweaking due to the everchanging needs of our students. We will continue to improve and add classes as necessary to improve the opportunity for employment after graduation. We are currently working with the new company "Allegiant" to help utilize educational and employment opportunities for our graduates.*

**GOAL II: Leadership:** Kountze ISD will strive to recruit and retain highly qualified personnel. Prescriptive staff development will be provided as appropriate.

*Rating – Goal is met. Administrators attended job fairs. Staff development provided for educational improvement, locally, regionally and state wide. We have developed and continue to utilize the following: Exit interviews, staff surveys, (for professional development, and what improvements the staff feel are/is needed) Developed incentives to continue improvements in moral and staff attitudes. Additionally, we have the least turn-over of staff in quite a few years. We are retaining our staff*

**GOAL III: Operations:**

**Budget** – Kountze ISD will keep budgeted expenditures as close to revenue projections as possible, while utilizing fund balance only to the extent needed to maintain current levels of educational excellence, without cutting vital programs. Staffing levels and student enrollment will be closely monitored to ensure payroll mirrors average daily attendance (ADA).

*Rating – Goal is met. Purchases of SUV's, 2 new buses, New CTE/ AG truck. Reduction of employees, Technology upgrades thru E-RATE, Increase of SHARS*