

HIGH PRIORITY GOALS

Victory in the Classroom

HPG I

Preserve Consumer Confidence in the WISD superintendent

The superintendent's goal is to enhance current optimism toward the position of district chief through authentic relationship building actions at a grass-roots level

- Begin rapport development activities with individual board members and district staff while dedicating a large amount of time interacting with teaching and support personnel
- Initiate an intensive series of diverse community and home visits, gaining insight into parent/guardian and student social and academic needs
- Attend service fraternity and civic organizations meetings, eventually providing insight into the superintendent's vision as it pertains to his and the district's work
- Call upon local faith-based, legislative, and collegiate (BU, TSTC, and MCCC) leadership, ultimately presenting the superintendent as a vehicle for their groups in assisting our schools
- Construct involvement and empowerment teams such as the WISD Dad's Club, *Champions for West Schools*, and ethnic/stakeholder/student/staff advisory groups; as well, serve campus PTA's and existing involvement initiatives

HPG II

Shape a Culture for Supporting all Learners

The superintendent's goal is to bolster existing practices, instilling a sense of campus centered service at the district level, while developing teacher instructional leadership at the campus level

- Review campus triage plans in support of struggling learners and investigate current rating increase strategies at all schools; scrutinize and adjust as needed
- Audit curriculum tools and products, gauging depth of CSCOPE curriculum where used; identify and immediately implement any treatments within the teaching and learning atmosphere to support struggling and achieving learners
- Empower principals to identify teacher-leader teams at each campus and devise responsibilities and supports for these designated teacher-leaders; form district team from these teacher-leader groups to steer the learning program at the intimate classroom level
- Work with campus and district groups in developing teacher ownership opportunities within the curriculum for teaching, learning, and assessment
- Authenticate relationships with the Brookhaven facility and Rio Brazos Co-op to regulate the district's best interest at a close proximity

HPG III

Reduce Financial Limitations on District Operations

The superintendent's goal is to effectively lead the district to educational victory, reducing fiscal constriction on the instructional and operational programs

- Study West ISD's recent budget efforts, including the current bond program, identifying unique systems, protocols, and encumbrances/disbursements specific to the district through frequent presentations from the business manager and budget review committees
- Locate areas within the budget that can influence immediate impact on the district's reserves utilizing a de-layering and "valued engineering" approach
- Begin data collection for budget comparison with comparable ISDs, preparing preliminary options for future fiscal plans while anticipating demographical and economical factors
- Initiate district financial transparency controls; electronically advertise financial reports and post contractual obligations; devise community-district budget communication and work-stream programs
- Calibrate competitive blueprint for teacher salary program vs. current scale

Dr. Marty Crawford
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