

**XXXX XXXXX SCHOOLS
SUPERINTENDENT'S PERFORMANCE IMPROVEMENT PLAN**

for

Employee: XXXXXXXXXXXXX

Implementation Date: _____

School: The XXXX XXXXX Schools

Supervisor: Board of Education

COMPETENCY OBJECTIVES/OBSERVATIONS:

I. IMPROVE LEADERSHIP AND ACCOUNTABILITY

➤ (Identify weaknesses and/or area where development can occur.)

ADMINISTRATOR COMPETENCY: LEADERSHIP/ACCOUNTABILITY;

Competency No. 5; The Superintendent demonstrates instructional leadership.

APPLICABLE INDICATOR(S):

- A The Superintendent will make reasonable decisions and accepts responsibility for those decisions. (Indicator 5c)
- A. The Superintendent will promote collaboration and mutual sharing among teachers and staff. (Indicator 5d)
- B. The Superintendent will encourage and allow others to lead as appropriate. (Indicator 5e)

_____ Satisfactory _____ Unsatisfactory

Expectations:

The Superintendent will demonstrate leadership through the following:

- A. Implement a "No Excuses" attitude/philosophy among all administrators, faculty and staff, and demonstrate this by proactive decision-making to improve performance, effective communication and acceptance of responsibility for decisions.
 - 1. Communicate orally and in writing to all personnel that "no excuses" will be accepted when discussing the achievement or lack thereof, whether this applies to students or staff performance. (Immediately)

2. Require that administrators, faculty and staff adopt a “no excuses” approach and demonstrate commitment to improve performance in all areas. (Immediately)
 3. Work with Principals to establish proactive improvement plans to improve student and school performance and track improvement indicators on a monthly basis with reports to the Board (Immediately)
 4. Establish a file of copies of communications in which the “no excuses” attitude/philosophy is expressed. (Ongoing/As Required)
- B. Implement Board policies, Board action, and Board directives.
1. Provide a written monthly report to the Board showing policies, action and directives have been implemented. (Monthly 20XX/XX)
- C. Delegate and hold administrators accountable for decisions, progress of students, or lack thereof, with appropriate consequences in accordance with applicable legal/procedural due process standards.
2. Establish a file of written communications to administrators/principals regarding responsibilities and delegation of authority. (September 20XX)
 3. Meet with the Board and district administrative support team to obtain input on expectations for schools in need of improvement. (September 20XX)
 4. Meet with each principal assigned to school on NM PUBLIC EDUCATION DEPARTMENT Improvement status and provide written notice of performance improvement expectations for SY-20XX-XX. Outline performance expectations, goals and support for improvement as well as consequences for failure to meet such expectations and improvement goals. Performance goals and expectations should be supplemental to NM PUBLIC EDUCATION DEPARTMENT expectations and improvement plans. (September/November 20XX)
 5. Provide a written and oral report to the Board on the status of each school on NM PUBLIC EDUCATION DEPARTMENT Needs Improvement status at the regular monthly Board meeting. (Establish communication and files immediately and have as a regular agenda item at the monthly Board meeting)
- D. Improve formal and informal communication with Board.

