

Natomas Unified School District

Superintendent Objectives

Walt L. Hanline, Superintendent Objectives for 2011-2012 School Year

Criteria for the Board to evaluate the effectiveness of the Superintendent's leadership of Natomas Unified School District

Pillar 1 – Board of Trustees

Board Member Development:

The Superintendent will present and/or facilitate the following three Board workshops:

How to Effectively Lead: Understanding Your Own Leadership Style and Its Impact on Those You Lead

- The workshop provides each leader with a deeper understanding of their own leadership tendencies and the why and how their fellow team members lead and react.

Board Governance: Developing Board Protocols that Ensure Success

- The workshop is highly participatory and will result in approval of protocols to be included within a governance handbook.

Strategic Plan Development: Revision/Creation of the District's Strategic Plan

- The focus on the Board prioritizing the objectives that will drive how we expend district financial and human resources to accomplish the goals and objectives of the Board

Board and Superintendent Relationships

- *The Superintendent and each Board member will meet on a monthly basis to discuss philosophical points of view regarding the future of Natomas Unified School District.*

Pillar 2 – Curriculum and Instruction

Improve the Educational System:

- *Assess the instructional leadership of principals and instructional capacity of teachers. A report will be provided to the Board, in Closed Session, on the assessment conducted.*
- *Create a leadership development program to improve the quality of leadership provided by district and site leaders. A report will be provided by the Assistant Superintendent of Educational Services, not later than January of 2012.*

Pillar 3 – Personnel

Improve the Human Resource Capacity of the District:

Leadership Development: The Superintendent will present and/or facilitate the following two workshops:

How to Effectively Lead: Understanding Your Own Leadership Style and Its Impact on Those You Lead

- The workshop provides each leader with a deeper understanding of their own leadership tendencies and the why and how their fellow team members lead and react.

How to be a Functional Team!

- The workshop is designed for the leadership team to apply principles that will create a highly successful and functional team.

Human Resource Services Restructuring/Improvement:

- On or before March 1, 2012, the Superintendent will provide a thorough review, to the Board, of the present structure of the Personnel Division and his vision for the Division over the next five years. This report will include suggestions to improve, restructure, or eliminate programs or services within the Division.

Improve the performance of each staff member:

- *The Superintendent shall assess and develop the leadership capacity of each principal and district leader. The Superintendent will present to the Board, on or before March 1, 2012, his evaluation of each principal and each member of his Cabinet, and make recommendations regarding their future leadership role within the district.*
- *All staff will be evaluated and the Director of Personnel will provide to the Superintendent evidence ensuring that the annual evaluations of all staff members will be completed by June 30th, with meaningful recommendations and appropriate plans for remediation.*
- *The Superintendent shall evaluate the present organizational structure and provide recommendations to the Board for the restructuring of the organization.*

Pillar 4 – Finance and Facilities

Improve the Finance and Facility Systems and Processes:

- *On or before March 31, 2012, the District's General Fund budget will receive a minimum of a qualified certification.*
- *A review of each major legal case, with legal fees in excess of \$2,500, will be completed and presented to the Board for consideration. The review will include an assessment of the effectiveness of each attorney and the strategic position taken by the District*
- *Provide to the Board a review/presentation of the master facility plan, including recommendations regarding the future use of each school site.*
- *Provide for safe, attractive and clean classroom facilities and grounds: Each school site facility will be assessed twice annually, as reflected in the Site Facility Inspection Report of each school site provided to the Board.*

Pillar 5 - Stakeholders

Create formal outreach structures and processes to certificated staff, classified staff, parents, community, and charter schools

- *Facilitate the development of a community based strategic plan for the district.*
- *Host monthly Stakeholder Meetings with 3 groups (classified staff, certificated staff, and parents) of individuals invited to represent each site and department. Each union will be asked to send two representatives to the staff groups, in addition to the union leaders invited.*
- *Host a quarterly luncheon with the local ministers to keep them informed on the progress of the district and to solicit their input and support.*
- *Meet each quarter with the CEO of each charter school operating under the auspices of the district. The focus of the meeting will be on issues of mutual concern and on the financial and academic integrity of each charter school.*

Approved: July 13, 2011