

**ARKANSAS SUPERINTENDENT EVALUATION SYSTEM**

**SUPERINTENDENT'S PROFESSIONAL GROWTH PLAN**



**Superintendent Name:** Terrie Metz

**School District:** Gentry **Implementation Year:** FY21-22

ANNUAL GOAL and ACTION PLAN (use this page for each goal written)	RELATES TO: Standard(s)/Function(s)
<b>Goal #1 District and School Safety Plans</b>	Standard 3: Managing organizational systems and safety. C. Promote and protect the welfare of safety of students and staff

ACTION or STRATEGY	TIME LINE	RESOURCES	INDICATORS/MEASURES OF ACHIEVEMENT
1. Safety teams at each building will provide training to their building yearly. Review current issues and provide training as needed.	2021-2022	Principals, staff, Police and Fire Officials, SRO. CJI (Criminal Justice Institute) Training, safety plans	Teams at each building, trained, students trained and drills complete. Certificate of training.
2. Collaborate with Police and Fire Department to review plans, monitor drills, etc.	2021-2022	Police and Fire Building plans	Meeting agendas, minutes, notes. Collaboration on training and drills.
3. Create a district plan, continually review areas for safety concerns.	2021-2022	Building and district plans Training, CJI, Campus Security	District plans complete and shared, monitor, and visit yearly
4. Complete Safety Assessment of each building	2021-2022	Using different examples from districts create one for Gentry Public Schools	Assessments on file and updated every 3 years.

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School District: Gentry Implementation Year: FY 21-22

ANNUAL GOAL and ACTION PLAN (use this page for each goal written)	RELATES TO: Standard(s)/Function(s)
<b>Goal #2. Collect and use data to identify goals, assess organizational effectiveness, and promote organizational learning</b>	Standard 1: Vision, Mission, and Goals B. Collect and use data to identify goals, assess organizational effectiveness, and promote organizational learning. C. Create and implement plans to achieve goals.

ACTION or STRATEGY	TIME LINE	RESOURCES	INDICATORS/MEASURES OF ACHIEVEMENT
1. Each building will review data from various sources and create goals for improvement based on data (Growth and Achievement).	2021-2022	Assessment data from various sources (Dibels, Phonics First, MAP, ACT Aspire, ELPA, etc.) and survey data	Each building will have goals in Indistar and be monitored. Growth and Achievement will be improved.
2. At the district level, data will be reviewed and a goal will be created for the district and reviewed.	2021-2022	Building level data and district data from various assessments	District will have goals in Indistar and be monitored.
3. Buildings will share data with school board during Report to Public and at board meeting after Mid-Year Assessments have been completed.	2021-2022	Map Data	Presentations will be completed with plans to improve the areas of concern.

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School District: Gentry Implementation Year: FY 21-22

ANNUAL GOAL and ACTION PLAN (use this page for each goal written)	RELATES TO: Standard(s)/Function(s)
<b>Goal #3: Continually monitor and evaluate district management of operational systems and ensure the efficient use of resources (human, fiscal, technological).</b>	Standard 3: Managing organizational systems and safety. A. Monitor and evaluate the management and operation systems.

ACTION or STRATEGY	TIME LINE	RESOURCES	INDICATORS/MEASURES OF ACHIEVEMENT
1. Monitor the systems of the district to ensure efficient use.	2021-2022	Efinance, Budgets, Reports from DESE and Cognos.	Balanced budget, student achievement, Approved Budget, and yearly audit.

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## SIGNATURES (Plan Approval)

**Board President Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Vice President Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Secretary Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Member Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Member Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Member Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Member Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Superintendent Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

REFLECTION and ASSESSMENT (MID-YEAR)			
SUPERINTENDENT REFLECTION AND COMMENTS		BOARD RESPONSE/RECOMMENDATIONS	
MID-YEAR FORMATIVE REVIEW	DATE:	MID-YEAR FORMATIVE REVIEW	DATE:
Goal #1: Action #1-Buildings are creating Crisis Teams -Buildings are discussing training needed to help all -These teams may look different at each building -Behavior Management Action #2-Constant communication and guidance with police and fire department. Action #3-District and building plans reviewed. Working on access to buildings, camera improvements. Action #4-Building safety assessment. Waiting on guidance as process has changed Goal #2:		PROGRESS MADE:	

# ARKANSAS SUPERINTENDENT EVALUATION SYSTEM

Action #1: Process of assessing, reviewing assessment, using assessment to drive instruction. Action #2: Data is reviewed constantly Action #3: Report to Public Goal #3 Was able to give a bonus to staff Move money into ICS savings account	
SOURCES SUPPORTING STATUS REVIEW:	SOURCES SUPPORTING STATUS REVIEW:

**Board President Signature:** \_\_\_\_\_

**Date of Board Review:** \_\_\_\_\_

**Superintendent Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**SUPERINTENDENT’S SELF-REFLECTION and ASSESSMENT for END-of-YEAR (November-December)**

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**PROGRESS MADE and COMMENTS**

# ARKANSAS SUPERINTENDENT EVALUATION SYSTEM

**Goal #1:**

Action #1-Buildings created Crisis Teams (SEL need is coming to the forefront.)

- Building’s scheduling training for staff. Intermediate took a group of 5<sup>th</sup> grade teachers to training at coop. Primary has been spending weekly staff meeting viewing behavior videos, classroom management training to new teachers
- These teams may look different at each building
- Behavior Management training we will schedule and work on in the spring..

Action #2-Constant communication and guidance with police and fire department.

Action #3-District and building plans reviewed. Working on access to buildings, camera improvements.

Action #4-Building safety assessment. Waiting on guidance as process has changed

**Goal #2:**

View Report to Public-shares goals, assessment results, plans to improve

<https://www.gentrypioneers.com/state-required-information/required/Parent%20Information%20and%20Student%20Achievement/Report%20to%20the%20Public/FY22%20Report%20to%20the%20Public.pdf>

Also held our PLC Institute this summer for staff. Great feedback from staff.

Buildings will report in January or February mid-year results.

**Goal #3:**

Moved at least a million each year to building fund

Bonus to staff

Plans to add AC to Middle School and High School gyms

Talk about stadium remodel

**SOURCES SUPPORTING STATUS REVIEW:**

**Superintendent Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_