



Williston School District 29
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Mr. Michael L. Hutto
Chairman, Board of Trustees

Marcella D. Shaw, Ed.D.
Superintendent

Mrs. Ferlecia A. Cuthbertson
Vice-Chair, Board of Trustees

Superintendent's Fall 2019-Fall 2020 Goals March 19, 2019

Goal 1 - Safety & Security: By November 2019, the Superintendent will ensure the school environment for staff, teachers, students and families is inviting, accessible, safe and secure as measured by incident reports, Safe School Helpline reports, and grant funding.

- Establish and hold quarterly meetings of a Community/District Safety, Security, and Mental Well-Being Committee to include the implementation of a district-wide threat assessment protocol to respond to incidents
- Promote the Safe School Helpline and develop benchmark data to be shared quarterly with Administrators and Guidance Counselors
- Research and apply for potential state grants for school security
- Oversee/facilitate the installation of the additional security cameras and an intercom system

Goal 2 - Academic Excellence: By November 2019, the Superintendent and the Williston School District 29 team will demonstrate improved academic excellence and student achievement as measured by the benchmark data established for technical assistance.

- Collaborate with KEES, WEMS, WEHS, and District Administration to implement a new master schedule to maximize prime instructional time
- Provide leadership training for the administrative team centered on Professional Learning Communities and Data Teaming
- Establish non-negotiables for Professional Learning Communities and Data Teaming expectations to include:
 1. All teachers will be organized in collaborative teams.
 2. Each team will clarify what each student is expected to learn – essential skills, knowledge, and dispositions – of each course/subject, unit by unit.
 3. Each teacher will monitor each student's learning on a timely basis through the use of frequent, formative, common assessments.
 4. Each team/teacher/administrator will create systems to ensure students receive additional time and support if they are not learning and if they are learning above expectations.
 5. Each team will identify effective instructional strategies as a result of analyzing data.
 6. Each team will decide on how to use technology to support education.
- Utilize Spring 2019 data sets to establish school specific goals and inform instructional decisions

Goal 3 – Fiscal Responsibility: By June 2019, the Superintendent will work collaboratively with the Administrative Team and Board of Trustees to create and implement a fiscally responsible annual budget proposal that supports a quality educational experience for all students, regardless of ability, while providing the lowest possible impact to the Williston School District 29 community.

- Develop a proposed balanced 2019-2020 budget
- Expand shared services with neighboring districts
- Eliminate possible duplication of services
- Add monies to the Williston School District 29 fund balance
- Assess district facility needs and develop plans to meet those needs

Goal 4 – Communication: By November 2019, the Superintendent will provide leadership to foster continuous improvement of District/public trust, commitment, and confidence through open, honest communication and actions in an effort to maintain/increase scholar achievement as measured by Report Card survey data.

- Continue to promote understanding and ownership of the District's mission, core beliefs and commitment as an organization dedicated to providing the best possible education for every student.

- Ensure ongoing, clear, and consistent communication between Superintendent and each stakeholder group.
- Maintain/establish positive and productive working relationships with key leaders and/or members of business, non-profit, philanthropic, political, religious, and service organizations within the Williston School District 29 community.
- Increase opportunities to promote the Williston School District 29's image within the community, advocating for effective programs and services.
- Maintain a positive, productive and open relationship with the members of the local media.
- Maintain open relationships with town, county and state political leaders, developing clear lines of communication, advocacy, and support for District students.
- Maintain active memberships in professional organizations, as well as open dialogue with SCDE's Education Department officials, including the Governor, and State legislators.
- Maintain a visible presence in schools and classrooms, and at extracurricular events.

Specific activities might include:

- Watch Dog Care Group
- Community Coffees
- Paint and Sip
- "App-y" Hour
- Facebook Live Events
- Dining for Dollars

Goal 5 – Transform Williston School District 29: By November 2019, the Superintendent and Administrative Team will research, study, and devise a plan to submit a formal application to become a part of the Transform SC Network, an education initiative of New Carolina which functions as a collaboration of business leaders, policy makers, educators, parents and students who want to transform South Carolina's public schools. The goal is to create a new system of learning that will produce graduates ready to compete in a global knowledge economy.