

## 2018-2019 Superintendent's Goals and Performance Objectives

### Mid-Year Update

#### **Goal 1: Raise achievement for all students, with an emphasis on closing the achievement gap.**

- 18% decrease in 3<sup>rd</sup> grade retention from 16-17 to 17-18
- 3<sup>rd</sup> grade promotion rate increased from 92.5% to 93.7% from 16-17 to 17-18
- 2017-2018 graduation rate increased to 88%- up from 82.7% in 2016-2017. Exceeds state average
- 2017-2018 African American graduation rate increased to 79.2%- up from 68.3% in 2016-2017. Graduation rate gap closed by 5.6%
- Graduation rate for ESE students increased from 58.9% to 77.6%. Exceeds state average
- Graduation rate for At-Risk students increased from 62.3% to 74.2%. Exceeds state average
- Graduation rate for Economically Disadvantaged students increased from 72.9% to 81.8%. Only 0.2% below state average.
- All schools (except Lanier, Williams, and Buchholz) are on track to meet a 10% reduction in suspensions. Student Services has already reached out and is working with those 3 schools to provide additional support and training
- AVID pilot in place at Westwood, Mebane, GHS, and Santa Fe. Preliminary survey results indicate positive feedback from students. Currently developing plans for expansion to Howard Bishop in 19-20 school year.
- AP capstone program implemented at Eastside.
- Revisions to student Code of Conduct approved in July. District Discipline Committee met prior to winter break to begin discussions on revisions for 19-20 school year.
- Equity Plan approved and in implementation phase. Community and parent advisory groups met in January, 2019. Additional meetings will be scheduled once assessment data is received this summer
- Universal Gifted Screening has been expanded to include additional schools. Screenings this year were completed ahead of schedule. 194 2<sup>nd</sup> grade students qualified for further Gifted testing.
- Continued grant implementation for graduation coaches at GHS, Eastside, and Santa Fe. Application submitted for 19-20 school year.

## **Goal 2: Increase diversity in hiring –**

- Through the end of the first semester, 27.8% of all applications for all positions were from minority applicants. (An applicant can apply for multiple positions at one time.)
- As of 2/26/19, 31% of new hires were minorities. As a snapshot, 128 applicants applied for one or more of the 17 posted classroom vacancies listed on Feb. 26th. Of the 128 applicants, 4 minorities submitted completed applications and hold certification in the area required for the posted position (3%).
- Based on the number of new hires to date, we are hiring minorities at a higher percentage than is represented in the applicant pool applying for positions. (31% to 27.8%)
- Increased recruiting activities for 2018-2019 school year. In 2017-2018, 12 recruiting events were held by the district, or attended at various locations. For 2018-19, the district has participated or hosted 11 recruiting events, to date, and has a total of 21 events scheduled through 6/30/19. This is an increase of 75% from the previous year's total, this includes an increase of out of state recruitment.
- Continued to expand recruitment beyond the traditional college of education majors; developing a pipeline with other college programs.
- Continued tutoring sessions for teachers needing assistance to pass General Knowledge Test. Summer 2018 session had 15 participants (73% minority) with 27% pass rate. Fall 2018 sessions had 19 participants (73% minority). Current, 2019 session, 31 participants (71% minority).
- Finalized collaboration with St. Leo University for new program to "grow our own" with our paraprofessionals. Paras with already holding AA degrees can apply to be a part of this program to earn bachelor's degree at a greatly reduced cost.
- Collaborated with Gainesville Area Chamber of Commerce to develop additional recruiting strategies.
- Increased the use of social media for recruitment. This includes Human Resources recruitment on facebook, instagram and twitter.
- Produced two recruiting commercials: "Why Teach In Alachua County" and "Be the Bright Spot in a Child's Life."
- Grow Your Own – Gainesville High- the 1<sup>st</sup> group will be graduating this school year.
- Screened minority applicants, assisted with interview skills, certification and resume writing.

### **Goal 3: Address district's facilities needs**

- Half Cent Sales Tax Referendum passed by 68% of Alachua County voters
- Site selection for Elementary School I completed.
- Architectural selections for Elementary School I and major renovations at Idylwild, Bishop, and Metcalfe completed
- Work underway on a number of other major projects including: roof replacements at Bishop (media center), SFHS, and Duval ELA; HVAC at GHS, Wiles, Talbot and Hidden Oak; and other projects.
- Facilities project prioritization is on track to be completed by March, 2019.
- Development of an online dashboard tracking progress of projects underway, expected completion in April of 2019. In the meantime, facilities projects updates posted on the district's Half-Cent Initiative page

### **Goal 4: Safety and Security**

- All schools completed School Security Risk Assessments and results were submitted to DOE ahead of 7/31 deadline
- All schools completed mandatory ALICE training during pre-planning week. Included non-instructional staff and Extended Day Enrichment employees.
- 88% of all staff members completed additional online ALICE training ahead of district established 9/30/18 deadline.
- District has achieved designation as ALICE Certified district
- Introductory ALICE and SafeSchools active shooter training protocols developed for new employees and substitutes, respectively. This training is provided to all employees hired after the start of the school year.
- School Safety grant proposal submitted to DOE. Alachua was one of the districts to receive funding in the first round. Preliminary work has been completed in order to begin these projects.
- More consistent drill protocols have been established so that all schools are following same protocols
- Reporting mechanisms for drills have been established to enable schools to report drill information to be collected at the district level
- Mental Health Plan approved by state. Contract with Meridian to provide additional counseling services has been finalized
- Hope Squad clubs have established at Buchholz, Loften, Eastside, and GHS to provide peer-to-peer support. Monthly meetings are held where students are trained on how to identify peers who might need support and how to get them connected with a trusted adult for assistance. Sponsors were trained by consultant from Utah.