

Director of Student Services Goals

- 1. Build capacity of teachers and students to emphasize effort and growth as key indicators of student success**
 - Create data discussion protocol documents by November 2016.
 - Prepare a report that shows the development of social emotional supports for students with anxiety and other emotional needs by January 2017.
 - Results of student growth mindset survey by March 2017.

- 2. Implement effective Individual Education Program planning and services in partnership with Northern Suburban Special Education District**
 - Develop meeting agendas and protocols for parents and other stakeholders by September 2016.
 - Audit current IEPs to identify strengths and growth areas and prepare a report of findings by November 2016.
 - Audit service delivery for strengths and growth needs and prepare a report of findings by December 2016.
 - Identify learning needs of families and prepare a report of findings by April 2017.
 - Investigate and implement new online IEP management systems by August 2017

- 3. Establish Protocols for Appropriate identification and service delivery for Extended School Year Services**
 - Report of current practices and issues from Stakeholder Meeting by December 2016
 - Research current federal regulations and prepare a report for best practices for services by January 2017.
 - Investigate and make a recommendation for district partnerships opportunities by March 2017.

- 4. In collaboration with Building Leadership Team ensure effectiveness of MTSS/RtI Framework to support building and individual student needs.**
 - Updated student referral documents by November 2016.
 - Document of research and overview of MTSS/RtI processes by December 2016.
 - Report on current strengths and needs of gifted/advanced services by March 2017
 - Staff professional development and implementation plan by April 2017.

5. **Evaluate Student Services staffing needs and impact on student learning.**
 - Determine impact of Behavioral Coach Consultant on teacher and student learning as evidenced by teacher feedback by April 2017.
 - Review of strengths and needs of student services department staffing by March 2017.

6. **The Director of Student Services creates a collaborative school community where the school staff, families and community interact regularly and share ownership for the success of the school.**
 - Increase the satisfaction levels of parents and faculty by 15 percent in the areas of administrative communication and respect. This will be measured by combining the number of strongly agree and agree responses on the 2016-2017 annual surveys and comparing that number to the number of similar responses on the 2015-2016 annual surveys. The following questions will be used to measure this goal:
 - The Administrators respect and support the teachers and staff at my school.
 - The Administration, teachers and staff communicate with each other effectively.
 - The Administration communicates with parents in a timely manner.
 - Establish one to two parent education opportunities to communicate program, initiatives and solicit input.
 - Communicate with local community/service organization about vision for learning and the work at Sears.