



# SWEETWATER COUNTY SCHOOL DISTRICT #1

## Strategic Plan 2018-2023

*As an innovative district, united with our community, we empower and inspire all students to academic excellence in pursuit of their interests and passions.*

*To provide a quality education for all students.*



**Sweetwater County School District #1 will create and foster academic success through partnerships with its schools, community and families.**

- Increase student and family awareness of educational and career opportunities in Sweetwater County and beyond.
- Instill and reinforce employability skills and a drive for learning.
- Recognize and celebrate student, family, community and employee contributions.



**Sweetwater County School District #1 will nurture a positive learning climate and culture.**

- Promote positive behaviors and relationships among students, staff, families and the community.
- Ensure schools are safe and secure.
- Proactively support physical, mental and emotional health.

*The Crest symbolizes the heart and soul of Sweetwater County School District #1. It was developed to unify education within the community, industry, and the character of Sweetwater County.*



*A pick and a shovel represent the chief industry*



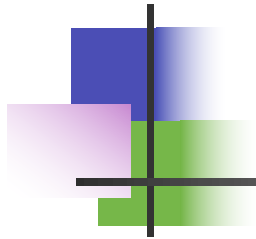
*A few sprouts of sagebrush were added to portray the character of the surrounding country*



*An open book and a torch of knowledge depict scholarship*



*A loving cup represents sportsmanship, comradeship and loyalty*



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# Evaluation System Update Exit Survey Results



# Evaluation System Update

# Leadership Evaluations

- State committee convened to create leadership standards over the past year
- Mrs. Wanda Maloney participated on this committee and represented our District
- 7 standards were created

# 7 Leadership Standards

- Standard 1: Clear and consistent focus on maximizing the learning and growth of all students
- Standard 2: Instructional and assessment leadership
- Standard 3: Developing and supporting a learning organization
- Standard 4: Vision, mission, and culture
- Standard 5: Efficient and effective management
- Standard 6: Ethics and professionalism
- Standard 7: Communication and community engagement

# Next Steps

- Districts have been given the 2018-2019 school year to reevaluate the current leadership evaluation. A committee will be put together to review the following options:
  - Continue with what we have if it meets the criteria of the 7 Wyoming Standards for District and School Leaders
  - Revise the current leadership evaluation to meet the criteria of the 7 Wyoming Standards for District and School Leaders
  - Adopt a new leadership evaluation system
  - All options are submitted to the state for final approval

# Wyoming Teacher Standards

- A state committee held two meetings:
  - Chapter 29 rules and regulations and 2014 Wyoming Teacher Standards were reviewed.
  - The committee has begun developing the Wyoming Teacher Standards

# Next Steps

- The state committee will continue:
  - Developing the Wyoming Education Teacher Standards
  - Looking at evaluation options
    - One will be developed
      - Districts may have a choice to go with the one developed or keep the current one they have if it meets the new standards and is approved by the state. This has not been fully decided at this time.



# Current Certified Evaluation System

- The current District certified evaluation system has been in practice for 12 years
- Each content area has identified rubrics and was considered an exemplar model to the state
- The leadership team continuously trains on our current system, reviews the policy, and practices inter-rater reliability for consistency to the evaluations and practices
- There are checks and balances in place to ensure evaluations are conducted in the manner they were intended

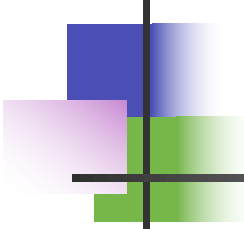
# Purpose and Expectations

To improve practices and increase student learning

Employee Quality

- Evidence based
- Facts NOT opinion
  - Nothing is marked off of hear say. We see it, hear it, have conversations about it, and it is only documented if there is solid evidence. Due process or both sides of the story is heard. This goes for positive and areas of improvement.
    - For example, complaints on an employee. Parents are upset with a teacher or principal, everything is always followed up with phone calls, investigations, and ensuring all evidence and both sides of the story are present before making a judgement.
  - Where the most bullets fall on the rubric is where the employee is marked

# Continued

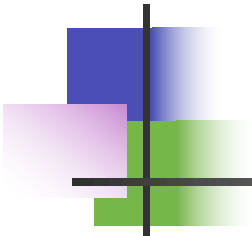
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- Communication
    - Staff should never be blind-sided in an evaluation.
    - Growth and other improvement opportunities
    - Identify areas of growth and have a plan
      - PDP
      - Goal setting
      - Could be an improvement plan (this goal is always to grow)
    - Identifying strengths and utilizing those strengths to continue to grow and develop opportunities for students
  - Checks and balances

# Why a new evaluation system?

- Great at the time, but is not necessarily meeting the current needs and expectations in education
  - There have been added standards and expectations such as ethics and professionalism to the profession
  - Possibly a tiered approach to allow evaluators to be more effective
    - New teachers more observations and evaluations
    - Proficient / Distinguished teachers not evaluated every year
  - Narrow the focus
    - Possibly only certain areas assessed each year
    - First year
  - Eliminate as much subjectivity as possible
    - Language such as “sometimes”, “often”, etc.

# Continued

- More specific measurements
  - Multiple sources of data
- Attainable goals
  - Ability to meet the distinguished category



# Exit Survey

# Facts

- 23 out of 40 individuals responded
- Sent out an electronic survey and followed up with phone calls if there were questions
- Guaranteed to keep identifiable information confidential

# Results

- 21 were identified as teachers and 2 were certified employees that were not teachers (itinerate staff)
  - Was there a specific reason you left?
    - 52% indicated yes
    - 48% indicated no
  - Quality training you received
    - 73.9% rated the training with a score of 3 or higher (52.2% being a 4 or higher)
  - Working relationship with your supervisor?
    - 82.6% rated their relationship with their supervisor at a score of 4 or higher

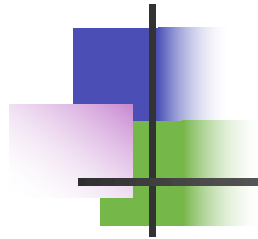


# Results

- Working relationship with fellow employees
  - 95.6% scored this at a 4 or higher
- Salary for the position
  - 78.3% scored this at a 4 or higher
- Employee benefit package
  - 78.2% scored this at a 4 or higher
- Overall workload for your position
  - 73.9% scored this at a 3 or higher (47.8% scoring it at a 4 or higher)

# Results

- Overall satisfactions and enjoyment in your current position
  - 73.9% scored 3 or higher (52.2% scored a 4 or higher)
- Did you encounter any problems in your current position?
  - 39.1% indicated yes
  - 60.9 indicated no
- Based on your experiences here, would you recommend SSD#1 as a potential employer for your friends, relatives, etc.?
  - 60.9% indicated yes
  - 39.1% indicated no
- Would you reapply to SSD#1 if a future opportunity arose?
  - 47.8% indicated yes
  - 52.2% indicated no



Questions?