

CEO's Goals

- 1. Improve the overall academic performance of the District and its schools by increasing performance.**
- 2. Improve the District's overall organization health.**
- 3. Improve trust in the District, its schools, and its academic improvement strategies.**

Chiefs' Goals

- 1. Lead the implementation of the Revised Theory of Action and the Central Office Support Plan**
- 2. Support the development of a system of structures, roles, and responsibilities necessary to provide as-needed supports to schools**
- 3. Support the development of tools, services, and resources which can be made available as a menu of options for school principals and their leadership teams**
- 4. Support the development of a platform that provides easy access to and clear communication of the menu of services available to principals and their leadership teams**

CEO'S GOALS

ACADEMIC MISSION
ORGANIZATIONAL HEALTH
PUBLIC TRUST

CHIEFS' GOALS

REVISED THEORY OF ACTION &
CENTRAL OFFICE SUPPORT PLAN

FUNCTIONAL

COMPETENCY

STRATEGIC GOAL

Advances Theory of Action and/or Central Office Support Plan

"Ensure fidelity of implementation of performance management systems"

ROUTINE GOAL

Executing recurring objectives; annual work

"Process all TDES appeals within contractually stated deadlines"

'AND' GOAL

Anticipated, Necessary and Discreet

"Implement the 24 pay project with fidelity by June 28, 2019"

NPS GOAL

Focused on one of four Net Promoter Score themes

"Respond to all inquiries within 48 hours and close the loop on complex requests within 5 business days"

COMPETENCY GOAL

Specific to the individual per the competency framework

"Collaborate with all internal and external stakeholders"