

Executive Director Goals for 2018 – 2019 School Year

Overarching Goal: *Fostering Growth and Achievement*

Academic Growth

Goal: Continue to increase rigor through improved use of differentiation, co-teaching, reflection, feedback/coaching, and professional development.

- Demonstrate 10% increase in overall growth for all students from .95 in 17-18 to 1.045 in 18-19. Results for 2017-2018 from state report are shown below.

All Exploris Students	Overall	Met Growth	School Growth Index Score 0.95
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- Overall school growth can also be demonstrated through formative and summative assessments (e.g. EOG/BOG, MAP, mClass, portfolio, in-class assessments, and survey data as measured by the informal walkthroughs, observation, instructional rounds process, and teacher reflection.
- Implement staff feedback process with fidelity, (Personal Growth Plans, Instructional Rounds, Observations, and Feedback Cycle)
- Implement co-teaching professional development by December 2018.

School Culture & Climate

Goal: Staff and students thrive because their needs are met. The school environment is one in which staff and students are safe, joyful, and engaged.

- Survey results will show that students and staff report a 90% or higher level of fulfillment to be learning and teaching at The Exploris School as measured by staff survey.
- Retain 90% or more of staff that are a mutual fit through August 2019 (81.25% in 17-18; 9/48 employees) based on exit interviews
- Increase core instruction in social-emotional learning through the use of an additional counselor by implementing at least 12 lessons per grade level by June 2019.

Enrollment Planning/Equity

Goal: Increase SES diversity to represent the Wake County community and supports low-income families

- Implement a weighted lottery and online lottery system to maintain a minimum of 10% enrollment of students qualifying as economically disadvantaged by June 2019.
- Implement PD and training for staff and Board to better understand needs of economically diverse families by March 2019.

Scaling Resources

Goal: Maintain our fiscal viability and create long-term plans that support school growth

- Manage all resources to ensure that EOY budget target of \$13,000 surplus is achieved while balancing staffing, facility, technology, and instructional supply needs.
- Ensure teachers have sufficient access to instructional technology, including computers, devices, printers, software and internet access as measured by an increase on Teacher Working Condition survey results from 58.8% to at least the 80% state average as measured by school survey.
- Ensure teachers have sufficient training to fully utilize instructional technology. Increase Teacher Working Condition Survey result of 40.6% to at least 75% as measured school survey.
- Develop a 2019 – 2024 strategic plan by April 2019.
- Retain and research new grant funds and partnerships to implement innovative resources to support school goals and student needs.