

The Monti Navigator

Be Greater than the Average



Tammy Mangus, Superintendent of Schools

December, 2017

Goal Get 'Em, Team!

A goal-getting friend of mine sent me the following:

December (dih-sem-ber): noun, Abbreviation: Dec.

1. The last month of the year, containing 31 days.
2. A month filled with joy, festivity and reminders to finish what you started! #goalgetem'

Indeed, December is a pivotal month. It ushers in a "Happy New Year" to the world, and offers school systems a solid check-in point. The school year is not too new, nor too far gone. December is the perfect time to take a look-see at where we stand in line with our goals so that we can continue to move forward with confidence if we are on the right track; or to refine our plans of action if we are not getting the intermittent results needed to achieve our intended outcomes come June 30 – our school year's version of "New Year's Eve."

Appropriately so, I raise the following questions and points:

- What are your goals? Are they crystal clear in terms of the expected outcomes?
- Do your goals align with the goals of your building and the district - ergo, will your goals help our organization reach its goals?

Our three district goals are:

1. Student Outcomes (Graduation Rate and Reading Competency)

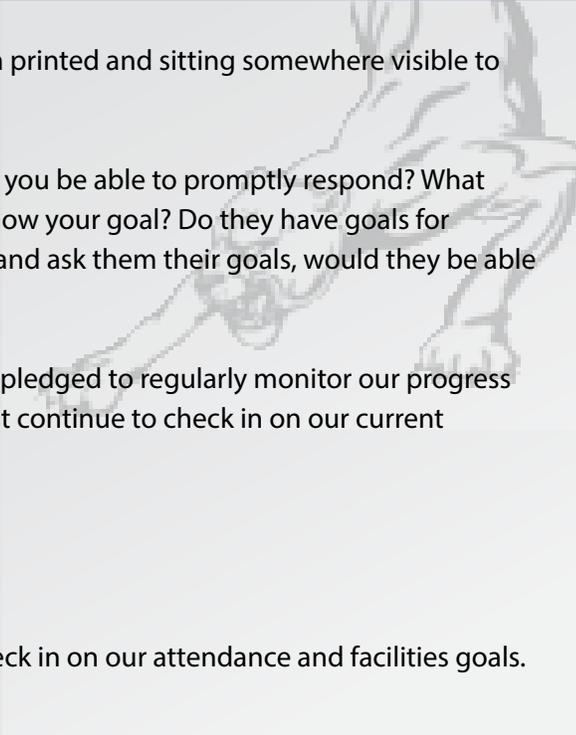
We seek a district-wide 87% graduation rate by 2020. We seek a 65% proficiency rate in reading level by 2020 for all students with an additional 30% of students approaching proficiency by 2020 as well. This means that 95% of our kiddos will be on track for success. If students can READ, they have the ability to LEAD, and goodness knows we need good leaders to lead us to a brighter future! Reading competency is typically the foundation for learning across all disciplines. Reading opens the door for our kiddos to be great mathematicians, engineers, teachers, contractors, journalists, musicians--or whatever they set their mind to being!

2. Wellness

We seek a student absentee rate of less than 5% and a staff absentee rate of less than 3% by the end of this school year. One of the most credible ways to track WELLNESS is to track absenteeism rates from both school and the workforce. We know folks need to be well to get up, show up and make great things happen!

3. **Facilities Overhaul:** Our learning places must be welcoming, safe and occupiable!



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- Do you keep your goals front and center? Do you literally have them printed and sitting somewhere visible to you each day in your office, classroom or work space?
 - If I were to walk up to you today and ask what your goals are, would you be able to promptly respond? What about the folks involved in ensuring success in your goal -- do they know your goal? Do they have goals for themselves that align with your goal? If you were to walk up to them and ask them their goals, would they be able to respond promptly?

We learned last month that **AWARENESS** is critical to goal success. We pledged to regularly monitor our progress toward attaining our goals. If we want to ensure goal success, we must continue to check in on our current standing, take our updated awareness and run with it.

To that effect, know this:

- Last month, we tracked our current stance across all goals.
- This month and next month, based on available information, we check in on our attendance and facilities goals.

A. Facilities:

- Our Capital Improvement Plan referendum vote is just around the corner on December 19. Stay tuned for the outcome!

B. Attendance:

- At the elementary level, our current attendance rate for September - November is 94.35%
- At the middle school level, our September - November rate is 93.9%.
- At the high school, our September - November rate is 91.3%.
- Our staff attendance rate for September and October was approximately one day of absence for each teacher. This month our absenteeism rate is slightly less, with approximately 3/4 of a day absence for each professional staff member.

For our kiddos, our goal is to **STRIVE FOR LESS THAN 5!** What steps can we take to get to at least a 95% attendance rate?

For our staff - **KUDOS!** Be well, and continue forward toward positive attendance outcomes :).

- In February, we will check back in on our student outcome goals. By that time, mid-point benchmark data will be available.

For now, may your December be joyous, and **#goalgetem!**

Be Well,
Tammy Mangus