

Algona – The Plan of Action for 2023-2024*(Becky Hacker-Kluver, Leadership Coach)*

Goals		Evidence of Progress
1	Administrators will show progress on the next steps identified with the just-in-time needs	Plans of tentative agendas for each administrator focusing on using the 7 Norms of Collaboration, the Coaching Habit questions, and other questioning strategies that help go deeper with their thinking, etc. will be available. Extensive reflection/notes following the conversation so I can stay on top of what was discussed, what is needed, assistance, requested, etc. The research will be done on any topic requested and/or more support is required.
2	Administrators will demonstrate progress on two selected goals (as aligned to the New Standards for Iowa School Leaders)	The <u>Iowa Leadership Standards</u> will be discussed at the beginning of the year and addressed each month directly or indirectly. The administrator will determine at least two leadership standards (aligned with professional and/or building goals) that he/she wants to focus on for the year. Continual reflection will take place on a regular basis evidence using the <u>established continuum</u> as well as their professional/building goals)
3	Coaches will demonstrate progress on the established coaching goals	Janie will provide the goals and direction for the coaches, work with the coaches in their team meetings, and facilitate the sessions for the coaches. I will support the systems and structures put in place and work closely with the Director of Teaching and Learning, the administrators, and the coaches as a supportive team member to continue moving the coaching forward in the district. As the yearly goals and direction are established for the coaching program, I will continue to meet individually each month with the coaches to determine continued progress on the established goals. While meeting with each coach individually; we also discuss coaching successes, coaching challenges/solutions, and strategies for fine-tuning and/or improving coaching skills.

**Draft – Schedule for Becky’s Leadership Coaching
in Algona for 2023-2024 School Year**

Day One (Tuesday)		Day Two (Wednesday)		*This includes two full days of actually working with the leadership team members individually and attending one leadership team meeting each month. Then, this basically allows a half day (4 hours) for planning and follow-up.
7:30 - 8:30	Joe Carter	7:30 -8:30	Janie	
9:00 - 10:30	Leadership Team	8:45 - 9:45	Rudy	
10:45 - 11:45	Jill S	9:45 - 10:45	Megan	
11:45 - 12:30	Lunch	11:00 - Noon	Kayla	
12:30 - 1:30	Brad	Noon - 12:45	Lunch	
1:45 - 2:45	Jared	1:00 - 2:00	Kim	
3:00 - 4:00	James	2:15 - 3:15	Molli	
4:00 - 5:00	Jon Hueser			

Fees

2.5 Days Per Month/8 Hours Per Day (Including Prep Time)

\$75 Per Hour

2.5 x 8 hours = 20 hours

20 hours x \$75 per hour = \$1,500

\$1,500 per month x 9 months = \$13,500 per year
(August - May minus March)

Mileage

63 miles x 2 = 126 miles

@ 64 cents per mile = \$80.64

126 miles Round Trip #1

63 miles x 2 = 126 miles

@ 64 cents per mile = \$80.64

126 miles Round Trip #2

\$161.28 x 9 months = \$1,451.52

\$13,500.00 Salary

\$ 1,451.52 Mileage

\$14,951.52 Total (For the Year)

Becky Hacker-Kluver

Becky Hacker-Kluver, Leadership Coach

Joe Carter, Superintendent of Schools

