`Superintendent Tony Byrd, EdD
Goals for the 2025 - 26 School Year
August 22, 2025

Global Ends Statement (Board of Education)

Every student will achieve academic and personal success to belong, thrive, and foster civic engagement and socioeconomic agility in an ever-changing global community.

Ends One: Academic Success

Every student will demonstrate annual academic growth and achievement that meets or exceeds grade-level expectations.

Ends Two: Personal Success

Every student will be prepared, growth-oriented, curious, courageous, and globally aware.

Ends Three: Economic Success

Every student will demonstrate achievement predictive of post-secondary readiness and socioeconomic agility.

Superintendent Goals in Alignment with Global Ends

Goal 1:
Ensure effective implementation of year five of the strategic plan.

Strategies:

a. Continue to develop internal structural alignment in support of better implementation of the strategic plan.
b. Ensure the development and implementation of professional learning strands for principals and teachers that will help improve student performance.
c. Quarterly KPI checkpoints.
d. Update the board on strategic plan progress in alignment with the Policy Governance reporting structure and be inclusive of Key Performance Indicators (KPIs).

Metrics:

a. A dashboard showing the completion rate of strategic plan initiatives and status of KPIs updated quarterly.

b. 100% compliance of all required Policy Governance reports to the school board.

Goal 2: **Improve student performance across key academic content areas**

Strategies:

- Implement new instructional philosophy and graduate profile plan districtwide.
- Expect each principal to have an instructional leadership plan.
- Continue instructional rounds as a means of supporting teaching and leading excellence.
- Provide ongoing professional learning to principals in support of great instructional leadership.
- Develop Kindergarten readiness data plan to launch in fall of '26.

Metrics:

a. 3rd Grade Literacy: A 5% increase in the number of 3rd grade students meeting or exceeding grade-level proficiency in literacy, as measured by the CMAS assessment. A 8% increase in the number of 3rd grade multilingual learners (MLL) meeting or exceeding grade-level proficiency in literacy.
b. Math Proficiency: A 5% increase in the number of 4th and 8th grade students meeting or exceeding grade-level proficiency in math, as measured by the CMAS assessment. A 8% increase in the number of MLL students meeting or exceeding grade-level proficiency in math.
c. Post-Secondary Readiness: A 5% increase in the number of students who are college or career ready, as measured by PSAT/SAT scores in literacy and math and post-secondary metrics; a 1% increase in high school graduation rates; a 3% increase in concurrent enrollment credits; a 3% increase in industry certification completion; an established baseline of workbased learning opportunity participation
d. STAR Assessment Growth: A median SGP of 55% or higher for reading and math growth for all student populations as measured by the STAR assessment.
e. **Chronic Absenteeism:** A 3% drop in chronic absenteeism districtwide

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Goal 3:
Lead the organization to a recommendation (yes or no) on a bond and/or MLO by Summer of 2026.

Strategies:

a. Systematic meetings with top community leaders.
b. Clear, consistent community engagement plan created and implemented.
c. Clear, consistent communication plan created and implemented.

Metrics and/or Artifacts:

a. Community Meeting Attendance: Reports detailing the number of community engagement meetings held and total public attendance at these meetings.
b. Communication Reach: Public reports on the number of residents reached by communication efforts (e.g., website visits to the bond/MLO page, social media impressions, email newsletter open rates).
c. Recommendation Approval: Successful presentation and approval of a bond and/or MLO recommendation (yes or no decision; both fine) by the Board of Education by Summer 2026.

Goal 4:
Continue to develop strong statewide and community relationships that will ultimately serve the Summit County Community.

Strategies:

a. Participate in statewide organizations (Rural Alliance; CASB; CASE; CEI; Rural Superintendent Academy for Alumni).
b. Attend statewide leadership conferences (e.g. Colorado Association of School Executives (CASE); Colorado Association of School Boards (CASB); Superintendent Conferences).
c. Present at statewide conferences on key work we are doing (e.g. CASE; CASB).

Metrics and/or Artifacts:

a. **Participation in Statewide Organizations:** Participation in organizations like the Rural Alliance, CASB, CASE, CEI, and the Rural Superintendent Academy for Alumni.
b. **Conference Attendance & Presentations:** Attendance at statewide leadership conferences and presenting on the district's key work.

Goal 5: Deepen strategic partnerships across Summit County.

Strategies:

a. Launch Pathway Advisory Groups.
b. Continue participation in weekly Rotary meetings.
c. Continue board leadership with the Summit Foundation and Early Childhood Options.
d. Routine participation in Consejos de Familias Hispanas, Facilities and DAC (as needed).
e. Meeting monthly with all mayors/managers/commissioners.

Metrics and/or Artifacts:

a. Pathway Advisory Group Launch: The number of Pathway Advisory Groups successfully launched and the number of members participating in each group.
b. Meeting Attendance: Report of the superintendent's participation in key community and inter-municipal meetings, including , including weekly Rotary meetings, board leadership with the Summit Foundation and Early Childhood Options, and routine participation in Consejos de Familias Hispanas, Facilities and DAC.