

Waverly-Shell Rock Individual Administrator Professional Development Plan

to be developed collaboratively between administrator and supervisor

Name: Jere Vyverberg

School Building(s): Central Office

Date submitted: 10/11/2010

District or Building Focus

Step 1

General District Goal Area (from CSIP or other improvement plan) If using a goal area not included in a plan, include data which shows the need for focusing your leadership actions in this area.

Sharing information and data on district financial solvency. Include funding information, budget savings, and possible future funding allocations.

Step 2

Specific School or District Goal (for above general goal area)

Provide informational data that will inform the Board and the community on the financial status of the district with the anticipated funds from FEMA and HSEMD of Iowa relative to construction goals.

Step 3

Specific Leadership Goals* (1-3 things the administrator will DO to increase likelihood that goals in steps 1 & 2 will be achieved)	Related ISSL	Indicators of Progress (Document the effect of chosen indicators.)	Start & End Dates	Review Date(s)	Items discussed during review
During this year I will continue to keep the board aware of our financial conditions relative to the money received for our new middle school and the FEMA and HSEMD funds.	3	Documentation of details	7.1.2010 6.30.2011	November, 2010	
I will keep the board informed of our student achievement growth using presentations during public meetings and board updates.	2	Documentation of agendas	7.1.2010 6.30.2011	December, 2010	
This year will be challenging as state aid continues to be an issue. I will keep the board aware of any initiatives possible to conserve funds.	5	Detailed financial data	1.1.2010 6.30.2011	January, 2011	

Step 4

Learning Goals* (1-3 things the administrator will DO to increase likelihood that goals in steps 1 & 2 will be achieved)	Related ISSL	Indicators of Progress (Document the effect of chosen indicators.)	Start & End Dates	Review Date(s)	Items discussed during review
Continue to participate in meetings with our architects, Larson Construction, and FEMA/HSEMD of Iowa.	2	Documentation and updates to board and public	7.1.2010 6.30.2011	December, 2010	
School Report Card send to all district constituents.	4	Updates and report card sent	7.1.2010 6.30.2011	February, 2011	

*Administrators are encouraged to use "SMART Goal" design to develop their goals. See page 2.

Step 5

Supports for Plan Implementation (check all that apply and describe)

- Supervisor/Board:
 Peer:

- AEA/Regional:
 Other:

Administrator Signature/Date _____

Supervisor Signature/Date _____

SMART Goals Worksheet

This is an optional tool to assist with goal writing. Use the process for each of the 1-3 goals you are considering.

S – Strategic and Specific

Strategic - Select a high-leverage goal that will make a difference.

Specific - Clearly define what you will do and how you will do it.

M – Measurable

Establish concrete criteria for tracking progress and determining success.

A – Attainable

Select a goal you have a reasonable expectation of achieving (a “stretch” goal that is not easy, but doable).

R – Results-based

Clearly define the results you expect to see.

T – Time-bound

Establish a starting and ending date for completion of the goal.

Leadership Goal

R – What result do you hope to achieve? Be specific.	S - What specific leadership action(s) might lead to the desired result? Describe what you will do and how you will do it.	A – What is the likelihood you will achieve the goal upon successful completion of the actions described? Show the connection between your actions and the desired result.	M – What measures (criteria) will you use to determine progress and document the effect of chosen indicators?	T – What is the timeframe for completing the goal? List start date, review date(s) and end date.
District financial stabilization	Participation in SAI/ ISFIS/IASB webinars- ISFIS will be monthly	High	Knowledge gained shared with board.	School year 2010-2011

Final leadership goal statement: (Combine considerations in all columns to create your goal statement. Transfer this to the first page of the plan.)

Learning Goal

R – What result do you hope to achieve? Be specific.	S - What specific leadership action(s) might lead to the desired result? Describe what you will do and how you will do it.	A – What is the likelihood you will achieve the goal upon successful completion of the actions described? Show the connection between your actions and the desired result.	M – What measures (criteria) will you use to determine progress and document the effect of chosen indicators?	T – What is the timeframe for completing the goal? List start date, review date(s) and end date.
IASB and Sigel information shared as well as district solvency	Reviewing data received with board	Very high	Board indicators.	

Final learning goal statement: (Combine considerations in all columns to create your goal statement. Transfer this to the first page of the plan.)