

## Appendix A

### Goals 2015-16

1. Climate – Develop a positive rapport and continue to work to build a positive image of EOSD.
2. Board/Supt. Relations – Develop a positive rapport and trusting relationship with the board
3. School Improvement – Provide support to each school to improve according to their goals including:
  - a. Academics- 80 % of students will show growth on STAR test scores
  - b. Discipline- Suspensions/Expulsions will decrease from prior year
  - c. Activities- Student participation in extra-curricular activities will increase from prior year
4. Fiscal/Facilities Management – Continue to improve facilities, equipment and resources to help build a positive climate, image and drive for performance.
5. Instruction – Be informed to the needs and wants of each building to help them accomplish the academic growth and goals as a district
6. Student Management – Develop a nurturing environment at all schools with positive rapport but a solid understanding of natural consequences for actions both positive and negative
7. Personnel Management – Be supportive, critically helpful, and consistent with personnel to build trust and rapport
8. School/Community Relations – Be involved and supportive and highly visible in school and community activities
9. Professional Growth and Development – Continue to learn the new culture of the district and build the types of relationships that foster positive growth and image for EOSD.
10. Personal – Be consistent with self and work to stay true to “The 4 Agreements” understanding that I will make mistakes but will continually learn and grow from them.

# THE FOUR AGREEMENTS

## *personal freedom in everyday life*

Be Impeccable With Your Word. – *Be intentional.*

Speak with integrity. Say only what you mean. Avoid using the word to speak against yourself or to gossip about others. Use the power of your word in the direction of truth and love.

Don't Take Anything Personally. – *Be light.*

Nothing others do is because of you. What others say and do is a projection of their own reality, their own dream. When you are immune to the opinions and actions of others, you won't be the victim of needless suffering.

Don't Make Assumptions. – *Be careful.*

Find the courage to ask questions and to express what you really want. Communicate with others as clearly as you can to avoid misunderstandings, sadness and drama. With just this one agreement, you can completely transform your life.

Always Do Your Best. – *Be brave.*

Your best is going to change from moment to moment; it will be different when you are healthy as opposed to sick. Under any circumstance, simply do your best, and you will avoid self-judgment, self-abuse and regret.

*based on the book, The Four Agreements by Don Miguel Ruiz*