

**Executive Director Performance Goals
2020-2021
Ingrid M. Canady**

Strategic Leadership and Planning

<p>Goal# 1 By January 2021, SERC will increase its current virtual platforms to be in alignment with the needs of the field to offer synchronous and asynchronous facilitation of learning.</p>		
Baseline data	Progress Monitoring Timelines	Benchmarks
SERC Zoom platform and Schoology	<input checked="" type="checkbox"/> Monthly <input type="checkbox"/> Quarterly <input type="checkbox"/> Bi-annually <input type="checkbox"/> Annually <input type="checkbox"/> Other: (please describe)	<input type="checkbox"/> January 2021 identify one new virtual platform <input type="checkbox"/> March 2021 At least 80% of consultant staff to be trained <input type="checkbox"/> June 2021, Full implementation of new virtual platform will be in place

Community Relations & Advocacy

<p>Goal# 2 In FY 2021, the Executive Director will secure partnerships with organizations that represent similar services and programs as SERC's.</p>		
Baseline data	Progress Monitoring Timelines	Benchmarks
A targeted list of organizations that aligned with SERC's vision and mission	<input checked="" type="checkbox"/> Monthly <input type="checkbox"/> Quarterly <input type="checkbox"/> Bi-annually <input type="checkbox"/> Annually <input type="checkbox"/> Other: (please describe)	<input type="checkbox"/> By June 2021, SERC's outreach will be beyond CT with at least three new organizations.

Operational Program Effectiveness

<p>Goal# 3 By FY 2021, SERC's capacity to provide racial equity and social justice services to LEA's, community organizations, and state agencies will increase by 10% based on the 19-20 baseline.</p>		
Baseline data	Progress Monitoring Timelines	Benchmarks
19-20 number of contracts that identified racial equity and social justice as the core of the service	<input checked="" type="checkbox"/> Monthly <input type="checkbox"/> Quarterly <input type="checkbox"/> Bi-annually <input type="checkbox"/> Annually <input type="checkbox"/> Other: (please describe)	<input type="checkbox"/> January 2021 – Increase # of SERC offerings to the field <input type="checkbox"/> March 2021, racial equity and social justice contracts will demonstrate a 5% increase. <input type="checkbox"/> June 2021, Contracts demonstrate the target goal.

Board Relations

<p>Goal# 4 In 2020, SERC's facilitation of PA 19-12 will be at the forefront of its relationship with SBOE and Commissioner of Education.</p>		
Baseline data	Progress Monitoring Timelines	Benchmarks
-The timeline established by legislative mandate	<input checked="" type="checkbox"/> Monthly <input type="checkbox"/> Quarterly <input type="checkbox"/> Bi-annually <input type="checkbox"/> Annually <input type="checkbox"/> Other: (please describe)	<input type="checkbox"/> September 2020 Submit completed report that details the development of the course to CSDE. <input type="checkbox"/> November 2020 Presentation of the curriculum to the SBOE <input type="checkbox"/> December 2020, Submit revised course documents and revised legislative report to Education Committee and CSDE

Resource Development-Funding

<p>Goal # 5 Increase of SERC's 2020-2021 net income by 10% through the diversification of funders, including SDE, federal, private and LEA contracts</p>		
Baseline data	Progress Monitoring Timelines	Benchmarks
2019-2020 net income	<input checked="" type="checkbox"/> Monthly <input type="checkbox"/> Quarterly <input type="checkbox"/> Bi-annually <input type="checkbox"/> Annually <input type="checkbox"/> Other: (please describe)	<input type="checkbox"/> January 2021 presents dashboard to the Board of Directors with target goals and outcomes <input type="checkbox"/> May 2021, Presents finals outcomes to Board of Directors

Organizational Management

<p>Goal# 6 Continues to monitor the implementation of SERC transition to its new location.</p>		
Baseline data	Progress Monitoring Timelines	Benchmarks
Phases of transition as communicated by DAS	<input checked="" type="checkbox"/> Monthly <input type="checkbox"/> Quarterly <input type="checkbox"/> Bi-annually <input type="checkbox"/> Annually <input type="checkbox"/> Other: (please describe)	<input type="checkbox"/> December 2020 Provides report to the Board of Directors regarding transition progress. February presents a refined plan that incorporates the Board's input <input type="checkbox"/> June, 2021- Assessment of agency's feasibility of occupancy of the new location, if achieved, as determined by DAS.

Fiscal Management

<p>Goal # 7 By the Biannual Fiscal review, SERC will have in place all the required policies and plans as identified by the Auditors of Public Accounts.</p>		
Baseline data	Progress Monitoring Timelines	Benchmarks
<p>18-19 Auditor of Public Accounts Report</p>	<p><input checked="" type="checkbox"/> Monthly</p> <p><input type="checkbox"/> Quarterly</p> <p><input type="checkbox"/> Bi-annually</p> <p><input type="checkbox"/> Annually</p> <p><input type="checkbox"/> Other: (please describe)</p>	<p><input type="checkbox"/> December 2020- Present corrective action plan and steps of implementation to Board of Directors</p>

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