Mingo County Schools
Superintendent's Goals
For the 2026-2027 School Year
Policy 5309

Student Achievement – Required Goals and Objectives
Goal 1:
By June 2027, all students in Mingo County Schools will show at least a 10% increase in student achievement in Reading, Math, Science and Workplace Readiness through a multi-tiered system of support.

Strategies to Achieve Goal:
Promote student engagement through safe, nurturing and enriching learning environments; conduct K-8 instructional diagnostics and benchmarks to identify learning gaps and student growth; conduct PSAT for 9-11 graders; utilize Mastery Prep for students in grades 9-11; provide on-going content and pedagogy training for teachers; provide on-going instructional leadership training for school principals; provide ongoing training for instructional coaches and Impact Coaches.

Evaluation Criteria:
The Superintendent shall provide documentation of leadership efforts to improve student learning through PSAT scores, SAT scores, i-Ready benchmarks, Cambium benchmarks, administrator walk-throughs, NOCTI scores, and General Summative Assessment scores.

Student Achievement – Required Goals and Objectives
Goal 2:
By June 2027, the percent of students who satisfy either the Achievement Indicator or Progress Indicator on the Balanced Scorecard for Mingo County Schools will increase.

Strategies to Achieve Goal:
Promote student engagement through safe, nurturing and enriching learning environments; conduct K-8 instructional diagnostics and benchmarks to identify learning gaps and student growth; conduct PSAT for 9-11 graders; utilize Mastery Prep for students in grades 9-11; provide on-going content and pedagogy training for teachers; and provide on-going instructional leadership training for school principals provide ongoing training for instructional coaches and Impact Coaches.

Evaluation Criteria:
The Superintendent shall provide documentation of leadership efforts to improve student learning through PSAT scores, SAT scores, i-Ready benchmarks, Cambium benchmarks, administrator walk-throughs, and General Summative Assessment scores.

School Finance – Optional Goals and Objectives
Goal 3:
The Superintendent will work to improve organizational efficiency, fiscal sustainability, and educational effectiveness by strategically aligning facility utilization, improving staffing levels,

decreasing per-pupil expenditure variances among schools, and improve the unrestricted fund balance to strengthen County Board operations and maximize resources in support of student achievement.

Strategies to Achieve Goal:
Complete the closure process for Dingess Elementary School; align staffing needs with student enrollment through the RIF and Transfer procedures; monitor budgets and expenditures; develop and implement a district procedures manual; and assist directors in learning to read and monitor department budgets.

Evaluation Criteria:
The Superintendent will provide documentation of efforts made to improve organizational efficiency, fiscal sustainability, and educational effectiveness

Facilities – Optional Goals and Objectives
Goal 4:
The Superintendent will ensure all schools have high quality learning environments by ensuring campuses are clean, safe and work to receive capital improvement updates per the CEFP.

Strategies to Achieve Goal:
Plan and apply for School Building Authority grant funding as applicable; practice safety lock-downs; address custodial issues, schedules, and performance; monitor and ensure FEMA projects are completed; create a STEM Lab for Tug Valley High School; begin replacing 1/3 of the doors and windows across the district; begin replacing tile at Matewan PK-8 and Tug Valley High School; complete restroom upgrades at Tug Valley High School; and follow the 10-year CEFP facility plan renovations for all schools.

Evaluation Criteria:
The Superintendent shall provide documentation of efforts made to collaborate with the School Building Authority for facility needs; documentation of CEFP meetings; documentation of improvements for custodial needs; maintain open and frequent communication with those involved with construction and any other school projects within the county.

Promote Governance Effectiveness – Optional Goals and Objectives
Goal 5:
The Superintendent will work to support effective governance through board member training/accountability.

Strategies to Achieve Goal:
Promote school board member effectiveness through trainings and monthly review of items from the WV School Board Association Board Member Manual; work with the WV School Board Association Director to schedule applicable training sessions.

Evaluation Criteria:
The Superintendent shall provide documentation of efforts made to provide ongoing board training and support, including but not limited to training on board roles and fiduciary

responsibilities, school board governance, communication, support and accountability, LSIC, school finance, open meetings, and parliamentary procedures.