

# Gloucester County - Merit Goals Feedback

2023

Washington Township School District \_\_\_\_\_ Eric Hibbs, Superintendent of Schools \_\_\_\_\_  
 District Name Name/Title

**Feedback Codes:**

- (1) As written, the goal does not include all S.M.A.R.T. elements (specific, measurable, attainable, relevant and time-sensitive).
- (2) As written, the goal does not exceed the position's core responsibilities.
- (3) As written, the majority of goal activities will be carried out by others.
- (4) As written, the majority of goal activities are required by N.J.S.A. and/or N.J.A.C.
- (5) Other — Please see Guiding Comments.

**Goal #1**

X Quantitative \_\_\_ Qualitative

Approved	Declined	Feedback Code	Guiding Comments:
X			Presentations should be submitted to the ECS as part of your evidence.

**Goal #2**

X Quantitative \_\_\_ Qualitative

Approved	Declined	Feedback Code	Guiding Comments:
X			When submitting job descriptions as evidence to the ECS, list the new job descriptions, list those you have eliminated, send those that were changed and highlight changes. Also submit the job description template.



# MERIT GOAL SUBMISSION FORM

## SCHOOL YEAR 2023-2024

NAME OF INDIVIDUAL Dr. Eric M. Hibbs TITLE Superintendent

QUANTITATIVE GOALS	<input checked="" type="checkbox"/>	PERCENTAGE: <u>3.33</u>	QUALITATIVE GOAL	<input type="checkbox"/>	PERCENTAGE
		DOLLAR VALUE <u>\$7159</u>			DOLLAR VALUE _____

**DESCRIPTION OF GOAL: MUST BE SPECIFIC. WHY ARE YOU DOING THIS? WHAT ARE YOU DOING TO ACHIEVE THIS GOAL? HOW DOES THIS RELATE TO A STRATEGIC PLAN OR DISTRICT/BOARD GOALS?**

The Superintendent will focus his efforts on the elimination of inefficiency in the WTPS System. He will identify \$1,000,000 worth of savings through improvements or elimination of inefficiency to be used in other worthwhile educational endeavors. A list of improvements or elimination of inefficiencies will be created. On or before March 1, 2024, this list of improvements/elimination of inefficiencies will be presented to the Board of Education. This goal relates directly to the board goal of fiscal responsibility.

**Rationale:** It is essential that WTPS be fiscally responsible and cutting edge. It is also important to maximize our resources in our district. This goal exceeds the superintendent's core responsibilities and will be executed primarily by the superintendent. This goal exceeds what is required by N.J.S.A and/or N.J.A.C.

This goal is **specific** as it focuses on the systems process of identifying \$1,000,000 worth of savings through improvements or the elimination of inefficiencies. This goal is **measurable** by A systems plan to identify \$1,000,000 worth of savings through improvements or the elimination of inefficiencies. This goal is **relevant** as it directly relates to fiscal responsibility and efficiency. This goal is **time-bound** to the 2023-2024 school year.

**EVIDENCE OF COMPLETION: HOW WILL THE GOAL BE MEASURED: (BASELINE DATA AND GOAL ATTAINMENT DATA, DOCUMENTATION)?**

**Evidence of Completion:** A systems plan to identify \$1,000,000 worth of savings through improvements or the elimination of inefficiencies. The identified list will be shared with the ECS.

**INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:**

Dr. Eric M. Hibbs

**TIMELINE TO COMPLETE THE GOAL FOR THE 2023-2024 SCHOOL YEAR:**

The goal is time-bound to the 2023-2024 school year.

**\*ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT**

**DATE SENT TO  
ECS**

9/22/2023

**SIGNATURE AND DATE APPROVED  
BY ECS**

*Arc Altercity*  
9/26/2023

# MERIT GOAL SUBMISSION FORM

## SCHOOL YEAR 2023-2024

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		DOLLAR VALUE <u>\$7159</u>			DOLLAR VALUE _____

**DESCRIPTION OF GOAL: MUST BE SPECIFIC. WHY ARE YOU DOING THIS? WHAT ARE YOU DOING TO ACHIEVE THIS GOAL? HOW DOES THIS RELATE TO A STRATEGIC PLAN OR DISTRICT/BOARD GOALS?**

WTPS is in a major human resources transition. To that end, the superintendent will personally review, revise, and/or create, as necessary, 95% of all job descriptions. This will also include the design and creation of a common job description template in WTPS and the redesign of the entire job description manual. This goal relates directly to the district goal of recruitment.

**Rationale:** It is essential to have job descriptions that are current for the 21st century. The Board of Education supports this review, revision, and the creation of new job descriptions with a common template in order to strengthen our human resource processes and increase recruitment efforts. This goal exceeds the superintendent's core responsibilities and will be executed primarily by the superintendent. This goal exceeds what is required by N.J.S.A and/or N.J.A.C.

This goal is **specific** as it focuses on the review, revision, and creation of job descriptions. This goal is **measurable** by the number of job descriptions existing in the district. This goal is **achievable** by satisfying the requirements listed above. This goal is **relevant** as it directly relates to the Human Resources Department. This goal is **time-bound** to the 2023-2024 school year.

**EVIDENCE OF COMPLETION: HOW WILL THE GOAL BE MEASURED: (BASELINE DATA AND GOAL ATTAINMENT DATA, DOCUMENTATION)?**

**Evidence of Completion:** A review/revision of 95% of the current job descriptions will be supplied. Creation of new needed job descriptions will be supplied. Creation of a standard job description template will be supplied. The superintendent will provide the new job descriptions, the list of eliminated job descriptions, copies of the changed job descriptions, and the job description template to the ECS.

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Dr. Eric M. Hibbs

TIMELINE TO COMPLETE THE GOAL FOR THE 2023-2024 SCHOOL YEAR:

The goal is time-bound to the 2023-2024 school year.

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*Ann Attercity*  
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# MERIT GOAL SUBMISSION FORM

## SCHOOL YEAR 2023-2024

NAME OF INDIVIDUAL Dr. Eric M. Hibbs TITLE Superintendent

QUANTITATIVE GOALS  PERCENTAGE: 3.33 QUALITATIVE GOAL  PERCENTAGE \_\_\_\_\_  
DOLLAR VALUE \$7159 DOLLAR VALUE \_\_\_\_\_

DESCRIPTION OF GOAL: MUST BE SPECIFIC. WHY ARE YOU DOING THIS? WHAT ARE YOU DOING TO ACHIEVE THIS GOAL?  
HOW DOES THIS RELATE TO A STRATEGIC PLAN OR DISTRICT/BOARD GOALS?

WTPS is transitioning to the Google Platform for the 2024-2025 school year. The Superintendent will personally create and disseminate 15 Google Learning Presentations to staff. These presentations will focus upon the new developments and standard productivity concepts of Google for Education so that staff will have ready-made resources for the deployment in 2024-2025. These resources will be designed by the superintendent and disseminated in the 2023-2024 school year. This goal relates directly to the district and goal of technology and academic excellence.

**Rationale:** As the district is moving to the Google Platform, it will be essential for staff to have “on-demand” presentations to help them in the Google transition. These presentations will assist all staff in the Google Transition. This goal exceeds the superintendent’s core responsibilities and will be executed primarily by the superintendent. This goal exceeds what is required by N.J.S.A and/or N.J.A.C.

This goal is **specific** as it focuses on Google proficiency and presentations. This goal is **measurable** by the 15 Google presentations. This goal is **achievable** by satisfying the requirements listed above. This goal is **relevant** as it directly relates to a massive district initiative for the 2024-2025 school year. This goal is **time-bound** to the 2023-2024 school year.

EVIDENCE OF COMPLETION: HOW WILL THE GOAL BE MEASURED: (BASELINE DATA AND GOAL ATTAINMENT DATA, DOCUMENTATION)?

**Evidence of Completion:** This goal will be measured by the development of the 15 Google presentations. The presentations will be submitted to the ECS as part of the evidence.

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Dr. Eric M. Hibbs

TIMELINE TO COMPLETE THE GOAL FOR THE 2023-2024 SCHOOL YEAR:

The goal is time-bound to the 2023-2024 school year.

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# MERIT GOAL SUBMISSION FORM

## SCHOOL YEAR 2023-2024

NAME OF INDIVIDUAL Dr. Eric M. Hibbs TITLE Superintendent

QUANTITATIVE GOALS  PERCENTAGE: \_\_\_\_\_ QUALITATIVE GOAL  PERCENTAGE 2.5  
DOLLAR VALUE \_\_\_\_\_ DOLLAR VALUE \$5375

DESCRIPTION OF GOAL: MUST BE SPECIFIC. WHY ARE YOU DOING THIS? WHAT ARE YOU DOING TO ACHIEVE THIS GOAL? HOW DOES THIS RELATE TO A STRATEGIC PLAN OR DISTRICT/BOARD GOALS?

The Superintendent will personally develop and design a systems plan for learning academies in WTPS. This will involve a comprehensive plan to revamp current academies, the plan to develop new academies, and the plan for trades and apprenticeships in the district moving forward. This goal relates directly to the board and district goal of academic excellence.

**Rationale:** It is essential that WTHS stay current and cutting edge in our educational opportunities and offerings for our students. To this end, there requires a revamping of current academies and development of new academies to support our students. It is also imperative that we develop a systems plan to incorporate trades and apprenticeships. This will allow our district to compete with technical and private schools. This goal exceeds the superintendent's core responsibilities and will be executed primarily by the superintendent. This goal exceeds what is required by N.J.S.A and/or N.J.A.C.

This goal is **specific** as it focuses on the systems process regarding learning academies, trades, and apprenticeships. This goal is **measurable** by the existence of the systems plan. This goal is **achievable** by satisfying the requirements listed above. This goal is **relevant** as it directly relates to the educational impact of our high school. This goal is **time-bound** to the 2023-2024 school year.

EVIDENCE OF COMPLETION: HOW WILL THE GOAL BE MEASURED: (BASELINE DATA AND GOAL ATTAINMENT DATA, DOCUMENTATION)?

**Evidence of Completion:** A systems plan to revamp current learning academies, the plan to develop new academies, and the plan to incorporate trades and apprenticeships in the district moving forward. The plan will be sent to the ECS as evidence.

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Dr. Eric M. Hibbs

**TIMELINE TO COMPLETE THE GOAL FOR THE 2023-2024 SCHOOL YEAR:**

The goal is time-bound to the 2023-2024 school year.

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DOLLAR VALUE \_\_\_\_\_ DOLLAR VALUE \$5375

DESCRIPTION OF GOAL: MUST BE SPECIFIC. WHY ARE YOU DOING THIS? WHAT ARE YOU DOING TO ACHIEVE THIS GOAL?  
HOW DOES THIS RELATE TO A STRATEGIC PLAN OR DISTRICT/BOARD GOALS?

The Superintendent will personally design a systems process for implementation and training of the LinkIt! Testing platform. This will include the following:

- The creation of a data manual for 2023-2024 for the WTPS staff that utilize LinkIt!
- The creation of a professional development plan for implementation
- Use of the LinkIt! Platform for our common assessments for all relevant ELA and mathematics staff (Grades 2+) during the 2023-2024 school year

This goal relates directly to the district goal of technology.

**Rationale:** WTPS does not currently have a testing platform; it also does not have a district-wide systems process for analyzing student performance. This goal will ensure there is for the first time in WTPS the development of a common and systems process for data that will result in a data manual, common professional development, and the use of the platform for all relevant ELA and mathematics staff in Grades 2+ during the 2023-2024 school year. This goal exceeds the superintendent's core responsibilities and will be executed primarily by the superintendent. This goal exceeds what is required by N.J.S.A and/or N.J.A.C.

This goal is **specific** as it focuses on the systems process regarding the LinkIt! Platform and the utilization of the platform for our staff. This goal is **measurable** by the evidence of the data manual and professional development. It will also be measurable by the existence of assessment data for all relevant ELA and mathematics staff (Grades 2+) in LinkIt!. This goal is **achievable** by satisfying the requirements listed above. This goal is **relevant** as it directly relates to a massive district initiative for the 2023-2024 school year. This goal is **time-bound** to the 2023-2024 school year.

EVIDENCE OF COMPLETION: HOW WILL THE GOAL BE MEASURED: (BASELINE DATA AND GOAL ATTAINMENT DATA, DOCUMENTATION)?

**Evidence of Completion:**

- Data Manual
- Professional Development Plan for Implementation
- Use of the LinkIt! Platform for our common assessments for all relevant ELA and mathematics staff (Grades 2+) during the 2023-2024 school year.
- The data manual, professional development plan, and examples of data used by staff using the LinkIt! platform will be provided to the ECS.

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Dr. Eric M. Hibbs

TIMELINE TO COMPLETE THE GOAL FOR THE 2023-2024 SCHOOL YEAR:

The goal is time-bound to the 2023-2024 school year.

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