

SUPERINTENDENT'S GOALS ~ 2017-2018



~ 1 ~ Professional Practice Goal

During 2017-2018, I will increase my knowledge and continue to develop skills in my professional practice and successful management of the District through:

- a) **NSIP** - Full participation in the first year of the New Superintendent Induction Program (NSIP), which is a three year professional development and support program sponsored by the Massachusetts Association of School Superintendents (MASS) and DESE. This includes participation in eight full day sessions of intensive professional development content, completion of all readings, assignments, and plans, and engagement in monthly coaching sessions.
- b) **Relationship Building** - Active participation in School Committee, District, and Town Board/Community meetings to improve communication and collaboration with all stakeholders.
- c) **Professional Development** - Advancing job related knowledge and skill development through participation in targeted professional development including MASS and MASC workshops and conferences, Berkshire Superintendent Roundtable meetings, monthly MASBO meetings together with membership on the Annual Institute Planning Committee & Strategic Plan Committee.

~ 2 ~ Instructional Leadership/Student Learning Goal – Aligned with Standard I of Standards of Effective Administrative Practice

During 2017-2018, I will provide leadership that will impact instruction and student learning in our District through:

- a) **Fair, Effective Classroom Teacher Evaluations** - By June, Principals' and District Administrators' ratings of classroom instruction will reflect a shared understanding of what classroom instruction entails when it is being done at a Proficient level.
- b) **Professional Development** - Devote two leadership meetings to Professional Development evaluation refresher to ensure effective and consistent understanding of process and review method and level of the quality of feedback provided to teachers/staff.
- c) **Classroom Observations** - Monthly school/department visits to observe classrooms with principals/directors and share conclusions about the level of practice observed.
- d) **Union Relations** - Facilitate joint meeting with Union Leadership and Administrative Team to review evaluation process and share areas where process could be improved or enhanced, and to potentially identify proposals to be discussed as part of upcoming contract negotiations.
- e) **Measurable Impact on Students** - Expand the use of student progress and achievement data to measure the impact on student learning.
- f) **Curriculum Development** - Continue curriculum writing and revision to ensure standards based lesson development, alignment with DESE standards, horizontal and vertical alignment across District, rigor, and development of common assessments. Wherever possible, technology integration will be incorporated into the curriculum development.

~ 3 ~ Student Learning Goal – Aligned with Standard II of Standards of Effective Administrative Practice

During 2017-2018, I will ensure a safe, efficient and effective learning environment. This includes:

- a) **Social Emotional Curriculum Development** - Embedding systems of support to meet the needs of all learners with a focus on social and emotional curriculum development and implementation using Responsive Classroom at the Elementary level, and expanding and enhancing the advisory programming at the Secondary level.
- b) **Resource Allocation/Budget** - Allocation of resources to support high levels of learning for all students.
- c) **Procedural Review** - Review procedures, operational systems, policies, and implementation of procedures and make recommendations necessary to ensure staff and students have access to a safe and supportive learning environment as well as a safe and well maintained physical environment.

~ 4 ~ Student Learning Goal – Aligned with Standard III of Standards of Effective Administrative Practice

During 2017-2018, I will lead SBRSD in implementing key enhancements to improve community engagement. This includes:

- a) **Build Relationships** - Being present in the classrooms, at school events, in the community, and at town committee meetings to build relationships and communicate the goals of the District, and advocate for the needs of students.
- b) **Soliciting Stakeholder Feedback** - Obtain feedback through student advisory councils, community chats, attendance/hosting joint meetings with town officials, public forums. The goal to be to synthesize the feedback to support development of strategic plan for continuous improvement of student achievement.

- c) **After School Programming** - Foster development of after school extracurricular programming to support the community's needs and to encourage a culture of unity and opportunity for all District students.
- d) **College and Career Readiness** - Collaborating with families for post-secondary success by collecting and analyzing data pertaining to post-secondary readiness and perseverance, and providing on-going reports on findings and potential programming enhancements as a result of the analysis.

~ 5 ~ Student Learning Goal – Aligned with Standard IV of Standards of Effective Administrative Practice

During 2017-2018, I will promote the success of all students by nurturing and sustaining a reflective practice, high expectations, and continuous learning for all staff including:

- a) **District Professional Development Plan** - Establishing a practice of using data teams through regular meetings to collaborate and support a culture of continuous learning and promote the development of a District Professional Development Plan that aligns with the goals and vision for SBRSD & DESE goals.
- b) **Communication Plan** - Commitment to a Communication Plan improving internal and external communication including public relations through a variety of methods and practices.
- c) **Vision Statement** - The development of a District-wide Vision Statement that becomes the driving force in our work including goal setting, District and School Improvement Plans, and ensures a commitment to educational excellence for all learners.