

## SUPERINTENDENT'S GOALS ~ 2018-2019



### *~ 1 ~ Professional Practice Goal*

During 2018-2019, 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 second 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 five 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, and ASBO related offerings.
- d) **Doctoral Program** – Actively participating in a program to obtain a Doctor of Education (Ed.D) in Educational Leadership.

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

During 2018-2019, 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. Evaluations and goals will be aligned to the School Improvement Plans and the Strategy for District Improvement.
- 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** - Weekly school/department visits to observe classrooms with principals/directors and share conclusions about the level of practice observed.
- d) **Union Relations** - Facilitate regular meetings with Union Leadership to discuss areas where process/protocols could be improved or enhanced, to address issues brought forward by faculty/staff or management, and to continue to build relationships with members.
- e) **Measurable Impact on Students** - Expand the use of student progress and achievement data to measure the impact on student learning. Develop common, well defined learning outcomes with a focus on depth and critical thinking skills. (SDI 1.1)
- 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. Working with Administrators to focus on developing college and career pathways for students based on interest oriented education while maintaining fidelity to Massachusetts State

Standards. Wherever possible, technology integration will be incorporated into the curriculum development. (SDI 2.2 and 3.1)

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

During 2018-2019, 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 and behavioral curriculum development and implementation using Responsive Classroom at the Elementary level, Second Steps at the Middle Level, and expanding and enhancing the advisory programming at the Secondary level. (SDI 2.4)
- b) **Resource Allocation/Budget** - Allocation of resources aligned with Strategy for District Improvement objectives to support high levels of learning for all students. (SDI 2.2 and 2.3)
- 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. (SDI 2.3)

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

During 2018-2019, 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. (SDI 3.2)

- b) **Soliciting Stakeholder Feedback** - Obtain feedback through student advisory and faculty advisory councils, community chats, attendance/hosting joint meetings with town officials, and public forums. The goal is to synthesize the feedback to support the implementation of the Strategy for District Improvement. (SDI 3.2)
- c) **After School Programming** – Continue to build after school extracurricular programming to support the school community’s needs and to encourage a culture of unity and opportunity for all District students.
- d) **College and Career Readiness** – Through the collection and analysis of standardized test data, and the development of a post-secondary graduate survey, SBRSD will provide on-going feedback that advises program enhancements and offerings as a result of the analysis. (SDI 3.1)

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

During 2018-2019, 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. (SDI 1.2 and 3.1)
- b) **Communication Plan** - Commitment to continuing to improve internal and external communication through a variety of methods and practices.
- c) **Strategy for District Improvement** - The development District-wide strategy for improvement that becomes the driving force in our work including goal setting, School Improvement Plans, and ensures a commitment to educational excellence for all learners.