

Superintendent's Goals for 2017-2018

Presented to School Committee 8/30/17

DRAFT 3.0

Goal 1: District Improvement- (HHS Renaissance Project) To redesign educational experiences at Hanover High School and enhance curriculum to capitalize on teacher expertise and provide greater student choice.

Strategic Objective 1: Teaching and Learning

DESE Evaluation Standard I (Indicators A, B, C, and E)

This year, we will further our pursuit and development of innovation academies. This development will focus on curriculum design and course selection to personalize the high school experience for all students. We will work with the faculty at the high school to design effective and rigorous standards-based units of instruction that reflect high expectations regarding content and effort of work.

Key Collaborators: Assistant Superintendent, HHS Administration, HHS Faculty, District Leadership, and District-wide Innovation Team

Goal Summary: To implement a high school experience that affords each student the opportunity to learn and grow in a school community that encourages and supports their individuality.

1. Align the many innovative experiences already offered at the high school to relevant innovation academies that reflect students' occupational interests.
2. Develop a program of studies that gives students an opportunity to concentrate their educational choices on a particular field of study.
3. Ensure that essential school-wide skills are at the core of any new innovative courses or experiences.
4. Pilot a partnership with Massasoit CC (FY 18) and include opportunities to embed college credit options into the HHS program of studies and innovation academies.

Key Actions:

1. Survey students regarding career/college interests in order to determine which innovation academies to pilot (June 2017).
2. Update parents, students, and community members on curriculum redesign and new educational experiences available (summer 2017).
3. Identify initial educational concentrations based on student interest (summer 2017).
4. Recognize existing educational opportunities that could be offered for credit and included in particular innovation academies (summer 2017).
5. Examine program of studies and identify strengths and weaknesses in program in terms of possible innovation academies (summer 2017).
6. Develop a school improvement plan to include the design of innovation academies and a complimentary program of studies (summer 2017).
7. Complete professional development calendar that outlines the curriculum redesign (summer 2017).

8. Establish an Innovation Academy “Advisory Group” comprised of representatives from the local business community to assist in the development of the Innovation Academies (September - October 2017).
9. Review the school-improvement plan with faculty and establish common expectations for curriculum work (September 2017).
10. Introduce professional development calendar to faculty (September 2017).
11. Complete curriculum review of existing program of studies in terms of possible innovation academies (fall 2017).
12. Re-visit 21st century learning expectations and establish school-wide essential skills to be included in the high school’s curriculum (October 2017 - November 2017).
13. Create new semester courses and update existing courses to reflect essential skills and relevance to innovation academies (November 2017 - January 2018).
14. Finalize new program of studies and present to School Committee (March-April 2018).
15. Register students for courses for 2018-2019 school year (May 2018).

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Goal 2: District Improvement- To develop a comprehensive Program of Studies for Hanover Middle School, to identify opportunities for alignment with the Innovation Academy design at HHS, and to explore opportunities for personalized learning at HMS.

Strategic Objective 1: Teaching and Learning

DESE Evaluation Standard I (Indicators A, B, C and E)

This year, we will work to develop a comprehensive Program of Studies intended to provide clarity to the HMS curriculum for students, staff, and families. During this process, we will seek to identify opportunities to align programming with the Innovation Academy development at HHS and to increase opportunities for personalized learning experiences at HMS.

Key Collaborators: Assistant Superintendent, HHS administration, HMS administration, HMS faculty, and Leadership Team.

Goal Summary: To produce an organized outline of grade level expectations and opportunities for all students while surveying current course schedules and descriptions for improvement.

1. Update the existing program of studies with current course descriptions.
2. Using HMS essential skills, examine the updated program of studies and identify strengths and weaknesses.
3. Determine priorities for focus areas and revisions.
4. Ensure essential school-wide skills are at the core of all decisions and aligned to the work at HHS.
5. Evaluate additional and future options for personalized learning (early HS credit, Science Fair, Virtual High School, National Jr. Honor Society, entrepreneurship programs, computer science track, etc.)

Key Actions:

1. Complete professional development calendar that outlines department and grade level opportunities for course description/development (August 2017).
2. Introduce professional development calendar to faculty (September 2017).
3. Curriculum review of existing program of studies (September-October 2017).
4. Re-visit 21st century learning expectations and clarify school-wide essential skills to be included in the middle school's curriculum (September - October 2017).
5. Complete draft 1.0 of updated Program of Studies (November 2017).
6. Examine schedule for additional opportunities for increased and equitable time on learning, supportive interventions, and enrichment for all students (and across teams) that includes the use of the extended learning block (winter 2018).
7. Evaluate current elective courses and update existing courses to reflect essential skills (winter 2018).
8. Prepare and present Program of Studies 2.0 to School Committee (March-April 2018).
9. Present finalized Program of Studies 3.0 to students, staff, and families (May-June 2018).

Goal 3: District Improvement (Technology) To develop and document a sequential K-12 technology curriculum that is aligned to the state and national standards, and to lead professional development activities designed to effectively integrate technology and increase digital literacy in the classroom in all curriculum areas.

Strategic Objectives 1: Teaching and Learning & Technology

DESE Evaluation Standard I (Indicator A, B)

Key Collaborators: STEM Director, District-wide technology team, district level administrators, and faculty

Goal Summary: To continue to increase relevancy and improve student learning through additional teacher training in technology integration and digital literacy in the classroom.

1. All learning environments must be designed to reach all students. Utilizing the ideal of universal design, lessons and activities should be developed with appropriate technology seamlessly integrated, to meet the needs of all students.
2. Embedded support and professional development will assist teachers' confidence and knowledge of technology enhancing the learning experience for all students.
3. Technology will be integrated throughout the curriculum and model lifelong learning.

Key Actions:

1. The Hanover Public Schools will develop a formal district-wide team comprised of school administrators and technology educators from each building and level (September 2017).
2. Establish a meeting schedule for the year (September 2017).
3. Plan professional development activities designed to help teachers seamlessly integrate the state and national technology standards throughout all curricula (September - December 2017).
4. Document the K-12 technology curriculum by establishing student learning outcomes and teacher expectations for technology in the classroom at every grade level (On-going).
5. Continue to share best practices that highlight the successful use of technology within the classroom by supporting and encouraging teacher-led professional development and peer observations (On-going).
6. Continue to find areas for improvement in technology integration and to make recommendations for advancement (On-going).
7. Maintain open lines of communication with Town Manager and town technology committee (being formed) through HPS Central Office to ensure operational and financial efficiencies.

Goal 4: Community Engagement – To develop and implement a strategy for community outreach regarding the impact of social media, media addiction, and overall “screen time” that will address the psychological, emotional, and physiological challenges related to these issues.

Strategic Objective 4: Community Engagement

DESE Evaluation Standard III (Indicator A, B, C, D)

Key Collaborators: HPS Counseling Staff, Health Services Staff, Instructional Staff, and District Leadership Team, community partners.

Goal Summary: In partnership with key collaborators, we will develop and implement an educational strategy for our community (with a focus on students and families) intended to address the increasing challenges of media addiction and related subjects.

1. Embed the initiatives related to this goal directly into the District Strategic Plan for Community Engagement.
2. Working with key collaborators, research the issues (including cyber safety and legal issues) associated with this goal and organize outreach and educational opportunities for families, staff, students, and community members.
3. Leverage internal resources that include staff expertise and student engagement (video production, service projects, speaking opportunities, etc.) to create content and deliver presentations.
4. Partner with community organizations and outside agencies (HPTA, health care institutions, public safety, higher education, Town Departments, HCTC, etc.) to sponsor and support programming.
5. Develop and implement a community “speaker series” that addresses the issues associated with this goal.

Key Actions:

1. Working with key collaborators, we will organize subcommittees based on expertise and interest to ensure accountability and efficiency (summer 2017).
2. We will develop strategic initiatives for this goal and incorporate them into the District Strategic Plan (present to School Committee in September 2017).
3. Research and recruit presenters for the community speaker series. Develop and implement three unique evening community programs during the '17-'18 school year (fall/winter 2017).
4. In collaboration with building administrators and teachers, develop project-based experiences for students to support the goals of the initiative. (fall 2017).
5. Working with district counseling staff, we will embed programming for students to support them with the social emotional issues related to these challenges (Ongoing).
6. Evaluate successful implementation through attendance at events, surveying participants, and community feedback. (spring 2018).

Goal 5: Professional Practice – To pursue personal and Leadership Team professional development opportunities in the area of personalized learning and to leverage these experiences for successful implementation of the HHS Renaissance Project.

Strategic Objective: Teaching and Learning

DESE Evaluation Standard IV (Indicators A, D, E)

Key Collaborators: Assistant Superintendent, HHS Administrators, and Innovation Team members

Goal Summary: Increase expertise related to personalized learning and school design. Continue to educate the community on the changes that are necessary for project advancement.

1. Will prioritize and attend conferences and professional development opportunities focused on individualized learning and school design (individually and Leadership Team).
2. The leadership team will explore options for partnerships with higher education institutions to support design models.
3. Will continue due diligence visits and collaborate with schools and districts successfully implementing personalized learning models.

Key Actions:

1. Attend Model Schools Conference (June 2017).
2. In collaboration with the HHS Administrators, we will outline phase II and communicate with district-wide staff and the community (fall 2017).
3. Implement parent/student forums related to future school design and personalized learning pathways (spring 2018).
4. Implement educational strategy and information campaign (fall/winter 2017-2018).
5. Provide recurring updates to the School Committee (Quarterly).