

DRAFT 2.0 Superintendent's Goals for 2014-2015

Presented to School Committee 9/10/14

Goal 1: Student Learning Goal – Vision 2020 Development for K to 8 Math

Objective 1: Teaching and Learning

Standard I (Indicators A, B, C, D, E)

In collaboration with district administrators and the V2020 Team, the following objectives of the V2020 project will be met; 1) the pilot programs at the elementary and middle school level will be implemented and evaluated, 2) a program recommendation that meets all of our predetermined criteria will be announced in the spring.

Goal Summary: To evaluate and select a K to Grade 8 program to support V2020.

1. Implement pilot programs.
2. Evaluate progress and analyze data.
3. Communicate progress.
4. Make a final recommendation on a program.

Key Actions:

1. Implement the selected pilot programs with consistency. Provide structured training for pilot program teachers and additional opportunities for all other teachers to observe the program(s) and process. (Ongoing)
2. Evaluate progress, analyze data, and solicit feedback to support the recommendation of a program(s) that is best for Hanover. (December- February)
3. Provide monthly progress reports to School Committee.
4. Hold an informational community event for the elementary and middle school levels to enhance communication, respond to questions, and establish expectations for students and families. (November)
5. Evaluate hardware and software needs to support recommended programs and incorporate those needs into the procurement and roll-out plan. (December-February)
6. Make program selection and present to the community. (Spring '15)

Goal 2: District Improvement Goal – Educator Evaluation

Objective 2: Human Capital

Standard I (Indicators A, B, C, D, E), Standard II (B)

By spring 2015, the district will have completed one full cycle (2 years) of the new Educator Evaluation process. In collaboration with our district-wide leadership team and HTA, we will sustain current protocols, processes, and timelines while enhancing support, coaching, and communication. The goal of this initiative should result in open reflective dialogue between teachers and administrators around teaching and learning focused on increased student achievement.

Goal Summary: To sustain, support and enhance the Educator Evaluation System.

1. Support educator activities (5 Steps: Self-Assessment, Goal Setting, Educator Plan Implementation, Formative Assessment & Evaluation, Summative Evaluation).
2. Develop and implement professional development topics, based on data driven feedback from staff.
3. Provide ongoing technology training and support for staff and administrators.
4. Provide district-wide monthly communication (discussions, updates, evaluation).
5. Provide feedback opportunities for school community (meetings, surveys, etc.).

Key Actions:

1. Update Evaluation Timeline with realistic and attainable completion dates. (September)
2. Develop and implement new teacher training (2 sessions) on the Evaluation System. (September)
3. Survey staff on process conducted last year. (September)
4. Use collected data to differentiate professional development opportunities across the district to support individual needs. (October/November)
5. Provide “refresher” Evaluation training overview for current staff. (September)
6. Continue to meet monthly as a Leadership Team providing support for the process, reflection, time for collaboration and consistency in implementation (PD and process). (Ongoing)
7. Provide building based monthly drop in sessions, small group, and individual support for staff. (Ongoing)
8. Support teachers and administrators organization of the process through the use of Baseline Edge. (November/December)
9. Solicit regular feedback from staff utilizing data to drive future training/professional development topics (Evaluation of PD sessions). (Ongoing)
10. Regular communication with staff through meetings and district-wide updates related to process, components, and professional development. (Ongoing)
11. Evaluate 2014-2015 process making modifications and revisions where necessary for implementation in 2015-2016. (May/June)
12. Evaluate Baseline Edge as the preferred and sustainable software application for Hanover. (Spring '15)

Goal 3: District Improvement – Vision 2020 Funding

Objective 3: Sustainable Funding

Standard II (Indicator E)

In collaboration with the Business Manager, Leadership Team, School Committee, and Town Officials, establish a funding plan to support the V2020 math program recommendation to be successfully incorporated into the FY 2016 budget proposal for the HPS.

Goal Summary: To evaluate options and strategically finance a K to Grade 8 math program to support V2020.

1. Work with V2020 team and vendors to develop purchasing strategy and funding needs.
2. Create a funding plan to incorporate all required resources.
3. Make a final recommendation on a program.
4. Purchase program (materials, training, software, etc.).

Key Actions:

1. Evaluate monthly progress reports from the Asst. Superintendent and project funding needs. (Ongoing)
2. Evaluate hardware and software needs to support recommended programs and incorporate those needs into the procurement and roll-out plan. (December-February)
3. Work with School Committee and Town Officials to evaluate options to finance the required resources including budget allocation, capital investment, borrowing, and other available opportunities. (February - March)
4. In parallel to #3, solicit bids and proposals to determine total costs for implementation. (February – March)
5. Prepare reports/presentations for community review on the funding options and the cost benefit of the selected program. (March – April)
6. Secure funding at the Town Meeting (May) and purchase program for FY 2016 roll-out. (May-June)

Goal 4: District Improvement Goal – Increase Opportunities for Community Participation in Student Activities and Events

Objective 4: Community Engagement

Standard III (Indicators A, B)

In collaboration with the office of Family and Community Engagement (FACE), Leadership Team, community organizations and parent groups, we will develop and implement new enrichment opportunities and community focused activities throughout the year.

Goal Summary: To create and promote exciting opportunities to increase community engagement with the HPS.

1. Evaluate all current enrichment and community activities to determine effectiveness.
2. Develop and promote new activities and events to increase community access and engagement with HPS.
3. Develop and implement communication/public relations strategy to promote and celebrate student achievements, events, and opportunities for involvement.

Key Actions:

1. Evaluate current enrichment activities and events to determine sustainability. (Ongoing)

We are currently evaluating the potential for Cable Access Broadcasting and social media platforms as part of the public relations strategy. This will be finalized by the 9/24 School Committee meeting.

Goal 5: District Improvement Goal - ALICE Training and Implementation:

Standard II (Indicator A), Standard III (Indicator A)

In collaboration with the Hanover Police Department, District Security Liaison, and Leadership Team, we will train all HPS staff through direct instruction and active participant training on response strategies to critical incidents such as a school shooter.

Goal Summary: To educate and empower all HPS employees with the strategies to respond to a school shooter or other critical incident.

1. Train HPS staff on ALICE strategies.
2. Educate the community on ALICE and school safety issues.
3. Engage in ongoing age appropriate student/staff training and drills.

Key Actions:

1. Coordinate with HPD to certify HPS employees (including member of the School Committee) as ALICE trainers. (Ongoing)
2. Train all leadership team members and secure 100% group buy-in. (Completed)
3. Educate and inform School Committee of ALICE and training plan. (Ongoing)
4. Inform and prepare staff of training and protocol changes. (September)
5. Implement full-day training on ALICE supported by HPD. (October 14)
6. Schedule and implement a “community forum” to educate parents and community members on ALICE and respond to questions and ideas. (October – November)
7. Implement age appropriate student training and drills. (Fall ’14 and Spring ’15)
8. Follow up drills and new employee orientation (Annual)

Goal 6: Professional Practice Goal - New Superintendent Induction Program Year II

Develop skills in strategy development, data analysis, and instructional leadership by completing the second year of the New Superintendent Induction Program and earning at least Proficient ratings on each major assignment.

Key Actions:

1. Attend all daylong sessions and required workshops.
2. Complete all assignments.
3. Consult with my assigned coach at least monthly.
4. Report progress to School Committee at year-end goals update and self-evaluation.