

Superintendent Goals for 2020-2021

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Goal 1: In order to educate students during the COVID-19 pandemic, we will improve the quality of remote learning and in person synchronous instruction in order to provide our students with both the rigor and depth expected with the Massachusetts Frameworks. (Student Learning Goal)

To improve the educational experience of our students, our feedback to teachers will be on how to improve their remote teaching and synchronous teaching in order for our students who are either hybrid or remote receive their full instruction for the year.

Key Actions

1. By the end of the 2020-2021 school year, our teachers will be provided with the professional development needed to shift instruction to both in-person and remote while providing them with the necessary technology to shift their instruction.

Benchmarks

1. Hold feedback sessions at beginning of summer to analyze our remote teaching experience with all three stakeholder groups- staff, parents, students
2. Professional development options for the first 10 days of school
3. Feedback from teachers on professional development
4. Updated and expedited 1:1 roll out
5. Review and analyze benchmark data of both in-person and remote learners
6. Create schedule that allows for collaboration and professional development for teachers
7. Develop a schedule of pre and post benchmark data for grades K-12 in reading and math.

Goal 2: Create a schedule to meet the needs of our most vulnerable and dependent learners. (Professional Practice)

Key Actions

1. Work with union and administration to develop plan that has our most vulnerable and dependent learners receiving in-person instruction to the maximum amount of time.
2. Review schedules with administrators that support in-person learning

Benchmarks

1. A finalized reopening plan and school calendar approved by the union and School Committee.

Goal 3: Effective Communication (District Improvement)

Keep the School Committee, three communities and other stakeholders aware of the reopening of schools and how we will be phasing in the grades.

Key Actions

1. Hold summer meetings on Tuesday nights to communicate any updates to staff and communities.
2. Keep Chair of school committee aware of situations that arise that could have further implications for the school district and reopening plan.
3. Use Blackboard Connect on a limited but necessary basis to communicate necessary information to parents/staff/students.
4. Maintain and continue our social media presence.
5. Use our website as a COVID-19 location of all presentations and updates.
6. Work with administrators on protocols for starting and stopping in-person/hybrid instruction and pivoting to remote learning.
7. Hold weekly meeting with our safety committee, Board of Health, Public Health Nurse, Lead Nurse, Union President, SC Chair, Supervisor of Building and Grounds, and others as necessary to make evidenced based best decisions for staff and student safety.

Benchmarks

1. Log of Meetings
2. PowerPoint presentations to website for ease of communication
3. Continue website design for ease of use.

Goal 4: Maintaining Momentum towards District Improvement Goals (District Improvement)

By working with principals and other district leaders, continue our current work and ensure that meaningful progress is made on critical district and school goals even in the midst of COVID-19- math instruction and UDL. Provide feedback to administrators to improve their professional practice.

Key Actions

1. Within six weeks, complete with all principals and district administrators Steps 1 and 2 of the new Educator Evaluation Cycle (Self-Assessment; Analysis, Goal Setting, and Educator Plan Development).
2. By Oct. 15, work with the union and building administrators to develop SMART goals that support our district objectives this year.
3. By end of February, complete Formative Evaluation conferences with each principal and the district administrators the superintendent supervises.
4. By late spring, conduct at least three school and classroom visits to each school (COVID-19 permitting) Provide written feedback to administrators on their targeted feedback provided to staff on instruction and providing a student-centered classroom.
5. By June 30, complete Summative Evaluation Reports for supervisees and analyze goal attainment.

Benchmarks

1. Completed Educator Evaluation Plans
2. Log demonstrating at least three visits per school- COVID permitting
3. Analysis of Summative Evaluation Reports demonstrates meets or exceeds rating on 75 percent of principal and district administrator goals