

Superintendent's Proposed Goals, 2017 (SBRHS)

Professional Practice

Goal: District Climate

Create a positive district climate by building strong internal and external relationships to support student achievement through a high level of administrative visibility and providing timely communication with families and staff to ensure they are well informed about the district goals, initiatives, and accomplishments.

- Maintain the frequency of school and classroom visits to an at least two visits per month.
- Create and disseminate a monthly newsletter to teachers and staff.
- Provide parent education opportunities (parent academy).
- Create and disseminate a family newsletter
- Develop a user-friendly, comprehensive list of online information and resources for families and employees through the Somerset Public Schools website.

Outputs and Outcomes:

- Increase in family communication and engagement survey data from 2015-2016 baseline
- Increase in staff morale / climate survey data from spring 2015 baseline
- Monthly newsletters to staff and families
- A user-friendly website containing resources and other information for families and staff

Student Learning

Goal: 21st Century Skills Development

Foster a 21st century learning environment through the evaluation and expansion of STEM and CTE opportunities and the implementation of a personalized, student-centered learning environment.

- Monitor the rollout and implementation of school-issued devices to every students
- Develop a technology plan that addresses effective teaching and learning through the use of instructional technology in a 21st century learning environment
- Develop and present to the School Committee by December 2017 an action plan to expand Career and Technical Education (CTE) programs that qualify for Chapter 74 and/or Perkins grant funding

Outputs and Outcomes:

- A technology plan

- Survey data from students and staff regarding the use and implementation of the 1:1 learning program
- An action plan for the expansion of CTE programs at SBRHS

District Improvement

Goal : District Strategy Implementation

Lead the Administration, School Committee, teachers, students and community in the implementation of the 2017-2020 district strategic plan.

- Monitor and evaluate progress towards meeting the goals and priorities of the strategic plan, and provide periodic updates on such progress to the Somerset Berkley Regional School Community and the community.
- Present a report on the Strategic Plan to the School Committee by December 2017 that reflects progress towards the vision and goals of the plan.

Outputs and Outcomes:

- A report (Dec, 2017) to the School Committee reflecting progress towards the vision and goals of the strategic plan
- Monthly updates (beginning in May, 2017) to the School Committee citing progress toward the goals of the strategic plan

Goal 4: Organizational Leadership and Professional Learning Communities

Build a culture of collaboration, trust, creative thinking, and collective inquiry among administrators and staff, working together to meet students' needs and to advance the vision and mission of Somerset Berkley Regional School District.

- Develop and propose to the School Committee a student services organizational structure that better supports the social, emotional, and academic needs of all students
- Present to the School Committee by July 2017 a School Improvement Plan for the 2017-2018 school year
- Continue the practice of conducting learning walks with the SBRHS leadership team.
- Survey teachers about the use and effectiveness of collaborative time and identify areas for improvement
- Complete the negotiations of collective bargaining agreements with the Somerset Teachers' Association, AFSCME Clerical, and AFSCME Custodial

Outputs and Outcomes:

- counseling service model that is structured to better meet the needs of all students
- SIP
- Increased alignment between school leaders on feedback given through evaluation process
- common expectations for rigorous education practice, which uses research based teaching and learning strategies.

Goal 5: Data-Informed Decision Making:

Use a variety of data to inform decisions related to budget, time on learning/scheduling, staffing/human resources, and materials and implement aligned systems of assessment and inquiry that use multiple sources of data to inform classroom practice.

- Provide professional development for the SBRHS leadership team that focuses on utilizing a variety of data to inform teaching and learning
- Create a data inventory that identifies strengths and needs for student achievement data, student demographic data, student engagement data, and program data
- Provide an update to the School Committee on action steps to address recommendations from the DESE Targeted District Review addressing Curriculum, Instruction, Assessment, and Student Supports

Outputs and Outcomes:

- Data Inventory including a variety of student, staff, and program-related information
- Staff report on a survey that they are utilizing data more frequently and with more confidence to target student learning and growth
- Professional development agendas and department monthly reports reflect evidence of teachers using data from formative and summative assessments to design and deliver instruction targeted at student learning and growth