

## **SUPERINTENDENT'S GOALS 2014-15**

Approved by School Committee 10.14.14

### **PROFESSIONAL PRACTICE:**

**Goal 1A:** To improve the consistency and quality of staff evaluation in compliance with the Memorandum of Understanding (MOU) and DESE standards, I will implement year 2 of the Minuteman Educator Evaluation program described in the MOU between the District and the Minuteman Faculty Association from August 2014 – June 2015, in support of School Committee Goal #5.

**Goal 1B:** From July 2014 – June 2015, I will provide professional development resources for 20 teachers, managers, and administrators to participate in the program titled “Studying Skillful Teaching” and “Analyzing Teaching for Student Results” offered by the Research for Better Teaching (RBT) organization so that teachers, managers, and administrators can increase their knowledge of teaching and learning and develop their careers.

**Goal 1C:** Between October 2014 and June 2015, I will take part in a minimum of four (4) meetings along with administrators and teachers’ representatives to gain feedback on the implementation of the MOU and District Determined Measures as well as to gain insight into ways to make staff relationships more productive.

### **STUDENT LEARNING**

**Goal 2:** From August 2014 through June 2015 I will monitor and support three (3) school wide initiatives and their implementation to improve the learning of all students, i.e., the Collins Writing Program, the Reading Consultancy and the Executive Binder.

### **DISTRICT IMPROVEMENT**

**Goal 3A:** I will update the “District Progress Measures” Report to create a comprehensive document describing the “state of Minuteman High School” and present this to the School Committee in December 2014.

**Goal 3B:** From November 2014 through June 2015, I will meet with the Principal and the Executive Team to prioritize and describe goals that support improvement in student attendance, reading and math assessments, MCAS performance, work-based Learning participation rates, and graduation placement rates to determine performance targets.

**Goal 4A:** From August 2014 through June of 2016, in support of School Committee Goal #1, I will continue to meet the deadlines of the extended MSBA Feasibility Study by continuing to engage in personal communications with each member-community municipal representatives as needed. The specific timelines and milestones will be

tracked as a component of the Feasibility Study and will provide detailed evidence of my success in meeting this goal.

**Goal 4B:** Between August 2014 and February 2015, in support of Goal #1, I will engage the staff and students in the MSBA Design process to solicit feedback for the design team to honor the priorities of the school community and to further craft a plan for transition to a career academy model by personally facilitating a minimum of 8 hours of planning workshops with staff, and at least 6 hours of planning and feedback sessions with student representatives from the sophomore, junior, and senior classes.

**Goal 5A:** From July 2014 through January of 2015, in support of School Committee Goals #1 and #2, I will personally meet with each Superintendent in our District to communicate Minuteman services and programs to develop specific communication strategies resulting in collaboration and projects that are of mutual benefit to the district and the member town school districts.

**Goal 5B:** From October 2014 through May 2015, in support of School Committee Goals #1b, #2a, #2b, I will develop a communication strategy that ensures necessary buy-in from all member towns; work to increase enrollment from member district towns; and continue to engage potential new members to join the District, respectively, through engagement with the school communities in each of our member towns and largest non-member towns through presentations at member town school committees.

**Goal 6:** From July 2014 through June 2015 and in support of School Committee Goals #1a, #1b, and #2b, I will continue to meet with member towns that have not passed the revised the Regional Agreement to attain full approval by the close of Spring 2015 town meetings.

**Goal 7:** From July 2014 through June 2015 and in support of School Committee Goal #3, I will collaborate with the Assistant Superintendent of Finance to develop a framework for the analyses of Per Pupil Costs Study for review and endorsement by the Minuteman Finance Subcommittee. The study will be conducted in November and December 2014 with preliminary findings to be presented to the full School Committee by the Assistant Superintendent of Finance in February of 2015.

PROGRESS REPORTS will be given by the Superintendent to the School Committee in December 2014, March 2015, and prior to the evaluation to be conducted in May 2015.