



Superintendent's Mid-Year Goals 2018-2019

School Committee Meeting
February 11, 2019

Goal 1: Student Learning

Enhance the capacity of Newton Public Schools to address issues of educational equity, including student achievement, school connectedness and disproportionality.

Goal 1: Student Learning

Anticipated Outcome

- | | |
|--|---|
| <p>1. Deliver opening message to staff about important system goals.</p> | <ul style="list-style-type: none">• Opening Day video |
| <p>2. Support school-based teams to build capacity to lead conversations and create greater understanding about the impact of race and racial identity on student school experience.</p> | <ul style="list-style-type: none">• School administrators and teachers will report greater confidence and preparedness to lead their schools in creating a better school climate and creating strategies to close achievement gaps. |
| <p>3. Provide professional development and team building for in-district leaders of school-based professional development on race and achievement.</p> | <ul style="list-style-type: none">• Host second annual NPS Race and Achievement conference for school staff leading professional learning at their schools. |
| <p>4. Continue to address best practices that lead to the disproportional identification of Black and Hispanic students for Special Education through professional development.</p> | <ul style="list-style-type: none">• Reduction in over identification. |
-

Goal 1: Student Learning *cont.*

Anticipated Outcome

- | | |
|--|---|
| <p>5. Using the recommendations for the full-day kindergarten committee, begin planning for implementation.</p> | <ul style="list-style-type: none">• Implementation of full-day kindergarten. |
| <p>6. Continue to strengthen inclusive practices and general education supports through more flexible utilization of resources.</p> | <ul style="list-style-type: none">• A continuum of embedded general education supports. |
| <p>7. Continue to administer School Connectedness Survey. Support school-based teams in using the data wise process in response to their schools' results.</p> | <ul style="list-style-type: none">• Continue consistent longitudinal data collection on social emotional proficiency and connectedness to school. |
| <p>8. Identify and implement a data analytics package to enable immediate data analysis at the school level.</p> | <ul style="list-style-type: none">• Accessible and consistent process for collecting and analyzing data. |
-

Goal 2: Professional Practice

Work effectively with central office/principal /administrators as well as School Committee on important leadership tasks.

Goal 2: Professional Practice

Anticipated Outcome

- | | |
|---|--|
| <p>1. Conduct successful searches for assistant superintendent for elementary, I.T. director, and other key leadership positions as they arise.</p> | <ul style="list-style-type: none">• Successful process and completed searches. |
| <p>2. Work in partnership with central office administrators and superintendent/principal advisory group to plan meaningful and engaging retreats and meetings.</p> | <ul style="list-style-type: none">• Retreat/meeting agendas and feedback. |
| <p>3. Develop strong and effective process for important leadership tasks (HSST, FDK, etc.).</p> | <ul style="list-style-type: none">• Clear, transparent and inclusive processes for decision making. |
| <p>4. Work effectively with School Committee and Mayor on budget and facilities planning and process.</p> | <ul style="list-style-type: none">• Collaborative budget process that is both supportive of NPS mission and goals and financially sustainable. |
-

Goal 2: Professional Practice *cont.***Anticipated Outcome**

5. Support collective bargaining teams in their work to settle contracts.

- Constructive and collaborative meetings that result in settled contracts.

6. Continue to build effective relationships with School Committee and Mayor in a manner that is characterized by shared learning around district goals.

- Rich and engaging discussions regarding educational excellence and equity, leading to a clear understanding of system goals and improvement.
-

Goal 3: District Improvement

Share information and engage with the community on important system goals.

Goal 3: District Improvement

Anticipated Outcome

- | | |
|---|--|
| 1. Provide timely information on district initiatives as well as quick response to relevant external events. | <ul style="list-style-type: none">• Families/community are informed with accurate facts and information. |
| 2. Utilize social media to share information as well as timely updates on events. | <ul style="list-style-type: none">• District social media becomes source for accurate and timely information. |
| 3. Conduct parent meetings at each school. For families, unable to attend, pilot virtual attendance and engagement tools. | <ul style="list-style-type: none">• Families/community can participate beyond traditional in-person meetings. |
| 4. Conduct community forum aligned with district initiatives and goals. | <ul style="list-style-type: none">• Identify speaker or trainer on topic that aligns with community interest and district goals. |
| 5. Provide support to school-based parent groups on issues of race and cultural competency. | <ul style="list-style-type: none">• Work with FORJ to provide support to school-based parent groups on issues of race and cultural competency. |
| 6. Host Newton Family Conference | <ul style="list-style-type: none">• Families network and develop relationships. |
-