



Superintendent's Goals 2018-2019

School Committee Meeting
June 10, 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

Outcomes

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| 1. Deliver opening message to staff about important system goals. | Opening Day video and speech delivered on August 29, 2018. |
| 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. | School-based teams delivered professional development with a focus on greater understanding about the impact of race and racial identity on the school experience. |
| 3. Provide professional development and team building for in-district leaders of school-based professional development on race and achievement. | Second Annual Race and Achievement Conference will be held on June 20 and 21, 2019. Professional development for administrators was held throughout the year. |
| 4. Continue to address best practices that lead to the disproportional identification of Black and Hispanic students for Special Education through professional development. | Disproportionality was a topic of professional development sessions for a second consecutive year, resulting in greater awareness of this issue. Rates are coming down slightly with more work to do. |

Goal 1: Student Learning *cont.*

Outcomes

5. Using the recommendations for the full-day kindergarten committee, begin planning for implementation.

Full-day kindergarten will be implemented in the fall, and extensive planning and professional development has been taking place throughout the spring.

6. Continue to strengthen inclusive practices and general education supports through more flexible utilization of resources.

Strengthening general education supports across the district is a major priority. As a result of the progress being made, we are seeing aides used in a more flexible manner.

7. Continue to administer School Connectedness Survey. Support school-based teams in using the data wise process in response to their schools' results.

The grades 3-8 connectedness survey was again administered and will be expanded to grade 10 next year. The information is valuable as we attempt to be a more welcoming, inclusive and connected district for all students.

Goal 1: Student Learning *cont.*

Outcomes

8. Identify and implement a data analytics package to enable immediate data analysis at the school level.

A Data Analytics Team, subset of the District Data Team, spent the year exploring various options and packages available. Next steps are to more fully develop capacity with our current products (especially among building and district administration) while piloting some additional platforms to assist with data analytics.

Goal 2: Professional Practice

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

Goal 2: Professional Practice

Outcomes

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| <p>1. Conduct successful searches for assistant superintendent for elementary, I.T. director, and other key leadership positions as they arise.</p> | <p>Searches completed for the asst. superintendent for elementary ed., the IT director and the METCO director. Searches for the asst. superintendent for student services and the Underwood principal is underway.</p> |
| <p>2. Work in partnership with central office administrators and superintendent/principal advisory group to plan meaningful and engaging retreats and meetings.</p> | <p>The fall and summer retreats, planned jointly with the principals, both received positive feedback.</p> |
| <p>3. Develop strong and effective process for important leadership tasks (HSST, FDK, etc.).</p> | <p>FDK planning has been thorough and inclusive. HSST work continues as we strive for a plan that can be implemented. High school schedule work was completed on time and in a collaborative fashion.</p> |

Goal 2: Professional Practice cont.**Outcomes**

4. Work effectively with School Committee and Mayor on budget and facilities planning and process.

The budget process was collaborative and focused on system goals.

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

The collective bargaining work is not completed and is ongoing.

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

Productive docket and mayoral meetings focused on system goals and priorities. Clear and educational presentations resulting in greater understanding of system goals.

Goal 3: District Improvement

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

Goal 3: District Improvement

Outcomes

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| <p>1. Provide timely information on district initiatives as well as quick response to relevant external events.</p> | <ul style="list-style-type: none">• Timely and relevant communication to the community on a range of topics, both planned and unexpected. |
| <p>2. Utilize social media to share information as well as timely updates on events.</p> | <ul style="list-style-type: none">• Social media audience has increased on Facebook (up 35%), Twitter (up 25%), and Instagram (up 100%). All platforms were used to share Superintendent newsletter, and stories from classrooms and schools. |
| <p>3. Conduct parent meetings at each school. For families, unable to attend, pilot virtual attendance and engagement tools.</p> | <ul style="list-style-type: none">• Parent meetings were held in all schools including the piloting of Facebook Live at several meetings. |
| <p>4. Conduct community forum aligned with district initiatives and goals.</p> | <ul style="list-style-type: none">• The Community Forum on Vaping was held on April 2, 2019 with excellent attendance. |
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Goal 3: District Improvement

Outcomes

5. Provide support to school-based parent groups on issues of race and cultural competency.

- Had several meetings with FORJ in order to foster our partnership to ensure that schools are welcoming and inclusive places for all families.

6. Host Newton Family Conference

- Family conference held on December 1, 2019.
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