

Scituate Public Schools: 2022.2023

SUPERINTENDENT GOALS

GOAL ALIGNMENT



GOAL SETTING

Types of Goals:

- Student Learning Goal
- Professional Practice Goal
- District Improvement Goal

Standards for Evaluation:

- Instructional Leadership
- Management and Operations
- Family and Community Engagement
- Professional Culture



SCITUATE PUBLIC SCHOOLS: 2 PILLARS

PILLAR 1: Culture of Collaboration

- Home Away from Home: You Are Important!
- Everyone has a seat at the table, is treated with respect, and is treated fairly and appreciated.

PILLAR 2: Culture of Excellence

- Academic and personal excellence is an expectation for all.
- It is our collective responsibility to ensure we do “whatever it takes” to support each individual student.

STUDENT LEARNING GOALS:

GOAL 1: Collect, assess, monitor and show continuous improvement year to year at each school on the following three “drivers”

Driver 1: Accountability Percentile

Deliverables:

- Achievement in math, ELA & science
- Growth in math & ELA
- (HS Only) Four-year cohort graduation rate, extended engagement rate & annual dropout rate
- Chronic absenteeism rate
- Advanced coursework completion rate

Outcomes:

- Continued improvement in percentile ranking for each school
- Use data to inform Strategic Planning process

Driver 2: Partnerships in Education and Resilience

Deliverables:

- During the 2022-23 school year, the district Social Emotional Development (SED) team will collaborate with school level teams to collect and assess data and monitor SED progress.
- Utilize Holistic Student Assessment (HAS) Scales and Toolkits relating to Belonging (Trust, Empathy, Relationship with Peers and Adults)

Outcomes:

- Data to support increased student sense of belonging
- Use data to inform Strategic Planning process

Driver 3: Independent Equity Audit

Deliverables:

- Assess current policies and practices to identify any unintended barriers for students, staff, and families.
- Use of surveys, focus groups and data review

Outcomes:

- Actionable commendations and recommendations used as a foundation for continued improvement year to year.
- Use data to inform Strategic Planning process

STUDENT LEARNING GOALS:

GOAL 2: Oversee the engagement of stakeholders in the development of a new 5 year strategic plan

Deliverables:

- Work with an independent agency to facilitate a comprehensive and collaborative process to ensure that all stakeholders have a voice in crafting our strategic plan
- Create a series of strategic objectives, strategic initiatives, and outcomes; a district mission statement; and a district theory of action to realize our district vision and define academic and personal excellence

Outcomes:

- SPS School committee approval of the 5 year Scituate Public Schools Strategic Plan
- Thinking Ahead: Summer 2023 focus on designing student learning goals that align directly with our strategic plan objectives and action steps and define academic and personal excellence



PROFESSIONAL PRACTICE GOAL:

GOAL: To participate, and complete, year three of the M.A.S.S. New Superintendent Induction Program (NSIP)

Deliverables:

- Attend all sessions and complete all NSIP assignments
- Meet regularly with my cohort, “coaching table” group, and my assigned coach on a regular basis.

Outcomes:

- Application of lessons, skills, strategies, and leadership gained through participation during Central Office Leadership Team (COLT) and District Leadership Team (DLT) meetings.
- Completion of program



DISTRICT IMPROVEMENT GOALS:

GOAL 1: Guide district through year two (schematic design and feasibility study phases) of the MSBA Hatherly School Building Project.

Deliverable:

- Meet all timelines and benchmarks established by the MSBA by the end of this fiscal year (23') that specifically align with the schematic design and feasibility study phases of the new building project.

Outcomes:

- Designer Selection Completion
- Preliminary Design Program Completion
- Preferred Schematic Report Completion (Aug. 23')

GOAL 2: Develop and implement a proactive communication plan for the SPS District.

Deliverables:

- New website development
- New Thursday Thoughts “Spotlight”
- ThoughtExchange Conversations
- Seaside Chats (Staff/Community)
- Training principals on communication skills/consistency

Outcomes:

- Provide our school community with accurate and timely information and engage the public in open and respectful conversations about student learning.

SUPERINTENDENT GOALS 2022.2023

THANK YOU – QUESTIONS?