

# **Mid-Year Report on the Superintendent's Goals**

**February 25, 2014**



# 2013-2014 Superintendent Goals

1. Diverse Student Needs
2. Variety of Assessments
3. Student Safety, Health/Emotional Needs
4. Time for Collaboration
5. Family Collaboration
6. Culturally Proficient Communication
7. Conflict Resolution and Consensus Building

# Diverse Student Needs Highlights

1. In all 9 schools, the Superintendent observed principals supervising educators with a focus on diverse student learning needs.
2. The Superintendent visited school data teams.
3. Ten professional learning courses were offered on ways to improve learning for all students.
4. Special education programs were strengthened.
5. Numerous actions were taken in all 9 schools to improve learning for students with diverse needs.

# Variety of Assessments Highlights

1. Multiple courses were offered to increase educator assessment skills (math, English Language Learners, new teachers).
2. The district is preparing for the implementation of state-mandated *District Determined Measures* (DDMs) for the 2014-2015 school year and the PARCC, *Partnership for Assessment of Readiness for College and Careers*, the anticipated replacement of the MCAS exam.
3. Fifty educators participated in the *Writers Workshop* to improve student writing skills.
4. The district expanded its tools to improve student assessments (technology and new special education evaluation tools).

# **Student Safety, Health/Emotional Needs Highlights**

1. The district offered numerous courses to improve student safety and emotional well-being.
2. Administrators participated in a full-day summer program on the “ALICE” program to improve school safety. The safety committee continued planning.
3. The Health Services Department continued to make safety improvements.
4. The Public Facilities Department continued to make safety improvements.
5. The Special Education Department recommended major improvements in the K-8 Therapeutic Learning Programs for 2014-2015.

# Time for Collaboration Highlights

1. The Superintendent held numerous meetings with the Lexington Education Association (LEA) and with administrators to find ways to allocate time for educators to learn about the new evaluation system.
2. In addition, the LEA and School Committee agreed to set aside 7.5 hours for teachers to work on the new evaluation system.
3. All schools set aside time for educators to collaborate (e.g., PLCs, data teams, faculty and department meetings, professional days).
4. A survey will be distributed to all staff to measure growth in the area of Professional Climate.

# Family Collaboration Highlights

1. Administrators expanded communication with parents in all 9 schools (blogs, emails, newsletters, personal time).
2. The Superintendent visited with parents in 8 schools.
3. The Superintendent met with parents to discuss school overcrowding in four K-5 schools.
4. The district took major steps to improve education and family communication with homeless families.
5. The district worked with parents of special education students to include a Transition Coordinator position in the FY 15 budget.
6. We are in the process of collecting parent/community feedback on the traffic safety mitigation plan.

# Culturally Proficient Communication Highlights

1. The district translated more student documents into multiple languages.
2. Staff held multiple meetings with parents of English Language Learners.
3. Nurses used iPad technology in health offices to improve language communication.
4. The PTAs/PTOs collaborated with the Chinese American Association of Lexington.
5. Three professional learning courses were offered to improve multicultural communication.

# Conflict Resolution and Consensus Building - Highlights

1. Numerous secretaries enrolled in the workshop on “How to Have Difficult Conversations.”
2. Department Heads and Coordinators took the two-day course on *Collaborative and Reflective Leadership*.
3. The LEA President and Superintendent sent three collaborative communications to all teachers.

# Conflict Resolution and Consensus Building - Highlights

4. The LEA and Superintendent established a Joint Ad Hoc Committee on the New Evaluation System.
5. The Special Education Department now sends out a parent survey after all IEP meetings.
6. The Superintendent established a Working Group of citizens to improve enrollment forecasting and build community support.
7. The Superintendent held parent meetings to discuss school overcrowding in four K-5 schools.