

Superintendent's Performance Goals 2015-2016

Superintendent Proposed Revised February 1, 2016, Dr. Mary Czajkowski

December goals revised in sub-committee meeting with School Committee members Margaret Coppe and Alessandro Alessandrini.

Goals should be SMART and include at least one goal for each category: professional practice, student learning, and district improvement.
Check one box for each goal.

Goal(s)	Description	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
Professional Practice						
1	I will visit schools and classrooms introducing myself to students and teachers. During my visits I will attend any meetings principals would like me to participate in during my visit.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
District Improvement						
1	Work collaboratively with the School Committee, Board of Selectmen, Appropriation Committee, Capital Expenditure Committee, Permanent Building Committee, Director of Facilities and Architect to address space capacity, increasing student enrollment, and construction of new building facilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2	Meet with the Administrative Council and Joint Council to discuss an understanding and the use of the unsatisfactory and exemplary ratings during this school year.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3	By June 30, 2016, review the technology department organizational structure including job descriptions, meet with the department to better understand the district's vision for technology and make recommendations for any changes based upon feedback from all stakeholders for improvement.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Goals (if any):						

Additional Agreed-Upon Standards and Indicators from Model Rubric for Superintendents School Year 2015-2016

Check one box for each goal.

Standard	Indicator	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
I: Instructional Leadership						
I-D	Educator Goals: Support administrators to develop actionable goals that are aligned with District Improvement Plan, School Improvement Plan, and School Committee Goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
II: Management and Operations						
II-A (1)	Environment: Collaborate with the school committee and MASC facilitator to identify superintendent and school committee roles and responsibilities and increase communication and collaboration between both parties through individual meetings with the chairperson and quarterly meetings between the superintendent, school committee and facilitator.	<input type="checkbox"/>	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
II-A (2)	Student Safety, Health and Social & Emotional Needs: Gain an understanding of the underlying issues related to student and staff stress, attend meetings of the Youth Coalition and work with the Youth Coalition and consultant to develop a plan to reduce stress among students.	<input type="checkbox"/>	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
II -C	Time for Collaboration: Develop expectations and norms of behavior for administrative meetings focused on aligned goals (district, school, school committee).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>

Standard	Indicator	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
III: Family and Community Engagement						
III-A (1)	Family and Community Engagement: Facilitate the Superintendent’s Adhoc Advisory Committee on Redistricting. Work with a consultant to develop a comprehensive redistricting plan to the School Committee to address overcrowding.	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>	<input type="checkbox"/>
III-A (2)	Family and Community Engagement: Participate in meetings with the community to address concerns of communication, student and staff stress, homework policy, and technology.	<input type="checkbox"/>	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
III-A (3)	Family and Community Engagement: Increase parent and community communication through the development of Superintendent House Calls.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
IV: Professional Culture						
IV-D	Continuous Learning of Administrator: Review, discuss and provide feedback to school committee on approved school committee policies as they relate to students and staff.	<input type="checkbox"/>	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV-F	Consensus Building: Work with different constituent groups and boards to build consensus around district and school decisions among administrators, school committee, parents and staff.	<input type="checkbox"/>	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<u>Goal/Standard</u>	<u># Meetings</u>	<u>Meeting Total</u>
Professional Practice (<i>School Visits</i>)	Sep 2	14
	Oct 5	
	Nov 5	
	Dec 2	
District Improvement-1 (<i>e.g. Facilities, Enrollment, Capital Expenditures, etc.</i>)	Jul 2	35
	Aug 3	
	Sep 7	
	Oct 4	
	Nov 12	
	Dec 7	
District Improvement-2 (<i>Exemplary Rating</i>)	Sep 2	3
	Oct 1	
District Improvement-3 (<i>Technology Dept.</i>)	Oct. 3	6
	Nov 3	
I-D (<i>Meetings with administrators, goals, communication, relationships, etc.</i>)	Jul 16	60
	Aug 9	
	Sep 6	
	Oct 11	
	Nov 10	
	Dec 8	
II-A (1) (<i>Collaboration with School Committee and MASC Facilitator</i>)	Aug 3	4
	Dec 1	
II-A (2) (<i>Student stress, Youth Coalition</i>)	Jul 1	8
	Aug 2	
	Sep 2	
	Oct 2	
	Nov 1	
II-C (<i>Collaboration, norms, expectations</i>)	Aug 2	4
	Sep 1	
	Dec 1	

<u>Goal/Standard</u>	<u># Meetings</u>	<u>Meeting Total</u>
III-A (1) (<i>Redistricting</i>)	Jul 1	6
	Oct 2	
	Nov 1	
	Dec 2	
III-A (2) (<i>Family & Community Engagement, student stress, homework policy</i>)	Jul 2	10
	Sep 3	
	Oct 2	
	Nov 1	
	Dec 2	
III-A (3) (<i>Superintendent House Calls</i>)	Aug 1	5
	Sep 1	
	Oct 3	
IV-D (<i>School Committee Policies related to students and staff</i>)	Oct 1	3
	Nov 1	
	Dec 1	
IV-F (<i>Consensus Building e.g. boards, committees, etc.</i>)	Jul 1	10
	Sep 3	
	Oct 2	
	Dec 4	

Note: Electronic and paper evidence supporting the Mid-Cycle evaluation is provided to School Committee via flash drive and binder in Paula McDonough's office.