

# **2014-2015 District Improvement Plan**

*In order to ensure and sustain high academic achievement and pro-social skills for all students, accomplished in the spirit of collaboration, continuous improvement, and respectful and caring relationships, the district is committed to the following goals in 2014-2015:*

## **Goal 1 – Improve Academic Performance for All Students**

### **1. Supervision and Evaluation**

- Implement the second phase of the new supervision and evaluation system for professional staff members designed to continuously improve professional practice and focus on measurable outcomes for student achievement.
- Provide on-going professional support for all administrators and teachers in the implementation of the state's new educator evaluation system.
- Monitor the collaborative implementation process and recommend refinements to the Lexington Education Association and School Committee.

### **2. Curriculum, Instruction, and Assessment**

- Complete Year 3 of the Social Studies Curriculum review.
- Continue with Year 2 of Guidance program review.
- Assure that the Lexington Public Schools is compliant with the newly edited Massachusetts Framework that meets the Common Core standards in preparation for PARCC administration in 2015.
- Further design and refine targeted student interventions to ensure more consistent and coherent district-wide protocols for all tiers of RtI, both academic and pro-social.
- Begin to develop intervention supports for students who enter the Lexington Public Schools from other school districts.
- Deepen the systemic use of data-driven decision-making and research-based accountability measures in the selection and evaluation of programs and services in order to bring about the continuous improvement of student, school, and district outcomes.
- Support teachers, principals, and district staff in strategic planning, interdepartmental communication, and to promote a culture of accountability for outcomes.
- In view of the time demands required to successfully implement new State mandates and the district's learning goals centered on continuous improvement, the administration will establish a collaborative process to increase efficiency and effectiveness and eliminate low-leverage strategies.

### **3. Professional Learning**

- Continue to provide high quality, research-based, job-embedded professional learning that expands a teacher's repertoire of assessment strategies, responsive instructional skills, and content knowledge to increase student academic and pro-social learning.
- Further develop and implement a new administrator induction program as part of a long-range plan to provide professional learning opportunities for all school leaders.
- Expand the scope of the Wellness program for all employees.

### **4. Technology**

- Develop and implement additional strategies to address the needs of today's learners for mobile learning, socially interactive instructional opportunities, and digitally-rich learning environments.
- Address the policy and infrastructure issues required to expand our capacity to more effectively use mobile devices.
- Build the capacity of the school district to use technology for student assessments and the means for educators to utilize and analyze this information.
- Continue to support the utilization of technology in the implementation of the state's new educator evaluation system.

## **Goal 2 – Improve Social and Emotional Program Supports for All Students**

- Continue to provide increased supports for students' emotional and behavioral needs and, for all students, to decrease unhealthy student stress and promote greater resilience.
- Support the expansion of the elementary and middle school Therapeutic Learning Programs and establish consistency among the programs across the district.
- Implement the first phase of the expanded Intensive Learning Program at the high school and collaboratively plan the second phase scheduled for 2015-2016.
- Continue to develop school programs that support students with significant emotional needs in collaboration with families and outside mental health organizations.

### **Goal 3 – Improve Safety for All Students and Staff**

- Continue to improve the security of buildings through physical infrastructure changes and by updating procedures.
- Implement further steps in all school buildings to increase safety if there is a potentially dangerous intruder or major hazardous event.
- Adopt and implement the School Traffic and Mitigation Policy and continue district-wide traffic design and infrastructure improvements.

### **Goal 4 - Improve the District's Capacity to Respond to Enrollment Increases**

- Continue the work of the Citizens' Working Group on K-12 Enrollment to further identify the drivers of enrollment growth and develop a more reliable model to forecast future enrollment.
- In collaboration with the community, School Committee, and outside organizations, develop multiple options for addressing space issues related to enrollment growth in all schools.
- Hire an architectural firm who will work with the PreK-12 Facilities Master Planning Committee and the Enrollment Working Group to determine student capacity and space needs for all nine schools, based on various enrollment projection scenarios.

**Voted by the School Committee on April 16, 2014**