

Lexington Goals 2015-2016

Goal	Origin	Category	Sub-Category	Item(s)
Academic Performance	School Committee Goals	IA. By June 2016, have a homework policy in place with input from all stakeholders		<ol style="list-style-type: none"> Promote dialogue at each school level, including student, family and staff input Review feedback from 2014-2015 Homework Policy hearings, gather additional feedback, review input from Ad hoc Committee for Youth at Risk 12/2014 report.
	District Improvement Plan	Goal 1: Improve Academic Performance for All Students	2. Curriculum, Instruction, and Assessment	<ul style="list-style-type: none"> Examine ways educators can more effectively use homework as an instructional strategy (e.g., value, purpose, relevancy, feedback, appropriate level of engagement, and time). Continue with Year 3 of Guidance program review. Continue with Year 2 of the World Language program review. Assure that the Lexington Public Schools is compliant with the newly edited Massachusetts Framework that meets the Common Core. Further design and refine targeted student interventions at all levels 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.
	District Improvement Plan	Goal 1: Improve Academic Performance for All Students	2. Curriculum, Instruction, and Assessment	<ul style="list-style-type: none"> 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. Begin the process to develop an elementary world language program and other curriculum options to be implemented in 2017-2018.

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Academic Performance	Superintendent Goals	District Improvement #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 based upon feedback from all stakeholders for improvement.
	School Committee Goals	IB. Support, through providing resources, professional learning to align with district goals		<ol style="list-style-type: none"> 1. Monitor by requesting reports on <ol style="list-style-type: none"> i. Staff access to professional learning ii. Staff use of tuition reimbursement funds iii. Total expenditures for professional learning 2. Provide materials to support each student’s learning needs
	District Improvement Plan	Goal 1: Improve Academic Performance for All Students	1. Supervision and Evaluation	<ul style="list-style-type: none"> • Implement the third year of the new supervision and evaluation system for professional staff members, including the new provisions that will be included in the new teachers’ contract. • 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 State, Lexington Education Association, and School Committee.
	District Improvement Plan	Goal 1: Improve Academic Performance for All Students	3. Professional Learning	<ul style="list-style-type: none"> • Continue to provide high quality, research-based, job-embedded professional learning that expands the repertoire of assessment strategies, responsive instructional skills, and content knowledge to increase student academic and pro-social learning. • Provide training to all employees who are impacted by new or changed School Committee policies.

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Academic Performance	District Improvement Plan	Goal 1: Improve Academic Performance for All Students	4. Technology	<ul style="list-style-type: none"> • Develop and implement additional strategies to address current educational and operational needs for mobile learning, collaboration, 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.
	Superintendent Goals	District Improvement #2		By June 30, 2016, focus up to 50% of administrative leadership team meetings on supporting administrators to calibrate observations as well as develop a common language regarding the unsatisfactory and exemplary ratings.
	Superintendent Goals	Professional Practice #1		I will visit schools 2 days per month observing instruction in classrooms or attending data team meetings with the Principal, Assistant Superintendent, and Director of Special Education.
	Superintendent Goals	Standard I: Instructional Leadership	I-D: Evaluation Indicator	Support administrators to develop actionable goals that are aligned with District Improvement Plan, School Improvement Plan, and School Committee Goals.

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Promote Social and Emotional Wellness	School Committee Goals	II. Promote Social and Emotional Wellness		A. Through a survey, identify reasons for staff and student stress.
				B. Use survey results to prioritize actions to reduce unhealthy stress.
				C. Develop systemic structures to work in collaboration with municipal officials, the community and families to support student social and emotional wellness both in and out of school.
	District Improvement Plan	Goal 2: Improve Social and Emotional Program Supports for All Students		<ul style="list-style-type: none"> • Continue to provide increased supports for students’ emotional and behavioral needs and, for all students, to decrease unhealthy student stress and promote greater resilience. • Work with the School Committee, Board of Selectmen, and residents to improve Lexington programs that support students with significant emotional needs.
	Superintendent Goals	Standard II: Management and Operations	II-A: Student Safety, Health and Social/Emotional Needs	Gain an understanding of the underlying issues related to student and staff stress and develop actionable goals that will increase the social and emotional wellness of our students and staff.

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Improve Safety for All Students and Staff	School Committee Goals	III. Improve Safety for All Students and Staff		A. Monitor progress on safety and traffic mitigation issues B. Quarterly updates on progress of safety training C. Quarterly updates on progress of traffic mitigation issues
	District Improvement Plan	Goal 3: Improve Safety for All Students and Staff		<ul style="list-style-type: none"> • 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.

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Ensure Infrastructure that Supports School & District Needs	School Committee Goals	IV: Ensure Infrastructure that Supports School & District Needs	A. Further develop 5 Year Capital Plan	Further develop 5 Year Capital Plan
			B. Continue to work collaboratively with Board of Selectmen, Appropriation Committee, Capital Expenditure Committee, Permanent Building Committee and the community to address rising enrollment issues and capital needs	<ol style="list-style-type: none"> 1. Address short-term over-crowding <ol style="list-style-type: none"> a. Evaluate redistricting options 2. Develop a 3 Year plan of operational needs <ol style="list-style-type: none"> a. Study enrollment projections b. Analyze operating expense projections 3. Work with Interim Director of Finance and Operations to revise budget reporting to School Committee <ol style="list-style-type: none"> a. Review warrant approval procedures b. Review and analyze administrative procedures on finance
	Superintendent Goals	District Improvement #1		

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Ensure Infrastructure that Supports School & District Needs	District Improvement Plan	Goal 4: Refine and Implement the First Phase of the District's Facilities Master Plan		<ul style="list-style-type: none"> Work with DiNisco Design, educators, School Committee, Town Boards, and residents to identify cost-effective options that will address preK through grade 12 space and educational needs. Work with the DiNisco Design, the Permanent Building Committee and the Department of Public Facilities to implement the first phase of the construction plan. Present a school construction plan at the fall Special Town Meeting. Continue the work to update enrollment forecasts. Continue to study redistricting options and administrative alternatives that may be needed to address short-term space needs.
	Superintendent Goals	Standard III: Family and Community Engagement	III-A: Engagement	<ol style="list-style-type: none"> 1) Facilitate the Superintendent's Adhoc Advisory Committee on Redistricting. Recommend a redistricting plan to the school committee by June 1, 2016. 2) Participate in meetings with the PTA/PPC to address concerns of communication, student and staff stress, homework policy, and technology. 3) Increase parent and community communication through the development of Superintendent House Calls.

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Transition to new Superintendent and new Administrators	School Committee Goals	V. Transition to new Superintendent and new Administrators		A. Support smooth transition to new Superintendent and new Administrators
				B. Workshop with School Committee/Superintendent about entry
				C. Participate in joint School Committee/Administrator retreat
				D. Develop communication norms and plan
	Superintendent Goals	Standard II: Management and Operations	II-A: 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.
	Superintendent Goals	Standard II: Management and Operations	II-C: Scheduling & Management Information Systems	Develop expectations and norms of behavior for administrative meetings focused on aligned goals (district, school, school committee).
	Superintendent Goals	Standard IV: Professional Culture	IV-D: Continuous Learning	Review, discuss and provide feedback to school committee on approved school committee policies as they relate to students and staff.
	Superintendent Goals	Standard IV: Professional Culture	IV-F: Managing Conflict	Employ a variety of strategies to listen to different points of views while also building consensus around district and school decisions among administrators, school committee, parents and staff.