

Winchester Public Schools

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Superintendent's Goals: 2016-2017

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| <p><u>Professional Practice Goal 1:</u> Ensure that programs, practices, and resources are aligned with the community's values and vision for the district through a comprehensive review and planning process that includes all stakeholders.</p> | <p><u>Key Actions:</u></p> <ul style="list-style-type: none"> • Support the school committee in implementing a comprehensive <i>strategic visioning and values</i> review process. • Plan, attend and actively participate in stakeholder meetings. • Ensure that students, teachers, parents, administrators, support staff, and community voices are heard through a variety of meetings, data gathering, and surveys. • Work with school committee and leadership team to develop values and vision statements and develop related action plans. • <i>Continue to build strong, collaborative relationships with school and community stakeholders to build groundwork for implementation.</i> | <p><u>Benchmarks:</u></p> <ul style="list-style-type: none"> • Strategic Visioning documents produced by 6/30/17 • Stakeholder meetings held • Surveys completed and analyzed. • Collaborative meetings held. |
| <p><u>Student Learning Goal 1:</u> Support high levels of academic achievement through continuous improvement of teaching and learning, with the following focus areas:</p> <ol style="list-style-type: none"> a. Curriculum Review and Revision b. Technology Integration c. Differentiated and Personalized Instruction in Inclusive Settings | <p><u>Key Actions:</u></p> <ul style="list-style-type: none"> • Participate in curriculum review meetings and actively support the self-study and data gathering phases of the review process. • Monitor the implementation of the district technology plan and ensure that budget and professional development planning support the plan. • Review the effectiveness of the implementation of co-teaching and budget and plan for expansion of the model as needed. • Build a multi-year budget plan that provides resources to support curriculum review recommendations. | <p><u>Benchmarks:</u></p> <ul style="list-style-type: none"> • ELA Curriculum review self-study completed by 6/30/17 • Technology plan updated by 12/1/16. • FY18 Budget draft completed by 12/15/16. • Multi-year budget plan completed by 2/1/17. |

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| <p><u>District Improvement Goal 1:</u> Build a strong and effective system of supports and interventions to ensure that all students' social-emotional and mental health needs are met.</p> | <p><u>Key Actions:</u></p> <ul style="list-style-type: none"> • Work to support a smooth and effective transition for the Administrator of Counseling, Health, and Wellness. • Analyze the results of the Youth Risk Survey and make recommendations for educational and program changes. • Work closely with community groups, such as the Winchester Coalition for a Safer Community and the Winchester Multicultural Organization, to support children and families. | <p><u>Benchmarks:</u></p> <ul style="list-style-type: none"> • Hire Administrator of Counseling, Health, and Wellness by 9/1/16. • Present YRBS results and make recommendations for program changes by 10/1/16. • Attend community group meetings regularly throughout the 16-17 school year. |
| <p><u>District Improvement Goal 2:</u> Develop a multi-year budget plan that supports program improvement and innovation. Evaluate innovative practices/programs, which may include:</p> <ol style="list-style-type: none"> Transition to Full-Day/Full-Week Kindergarten Foreign Language Expansion Innovative School Schedules | <p><u>Key Actions</u></p> <ul style="list-style-type: none"> • Review options for transition to Full-Day/Full-Week Kindergarten that includes funding options and a timeline for school committee review and implementation. • Review current foreign language offerings and grade levels, analyze costs, and develop an action plan for school committee review and implementation. • Support scheduling study committees at elementary, middle, and high school and develop a budget plan to support implementation of recommendations, as approved by school committee. | <p><u>Benchmarks:</u></p> <ul style="list-style-type: none"> • Present FDK options to SC by 12/15/16. • Present FL program change offerings for SC review by 1/15/17. • Support scheduling committees' work and present recommendations to SC by 4/15/17. |
| <p><u>District Improvement Goal 3:</u> Provide strong and effective support for current and new school and district administrators, including:</p> <ul style="list-style-type: none"> • Winchester High School principal, assistant principal • Director of literacy, two elementary assistant principals | <p><u>Key Actions</u></p> <ul style="list-style-type: none"> • Ensure that new administrators have mentoring and coaching support, have developed entry plans, and have support for implementation of these plans. • Meet individually and in small groups with new administrators to provide individualized support and feedback. • Schedule regular school site visits with new administrators to conduct joint observations to calibrate supervision/evaluation practices. | <p><u>Benchmarks:</u></p> <ul style="list-style-type: none"> • Assign mentors to new administrators by 8/31/16. • Review progress toward implementation of entry plans for new administrators quarterly through 6/30/17. • Conduct twice-monthly site visits. |

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| <ul style="list-style-type: none"> • Administrator of Counseling, Health, and Wellness | | <ul style="list-style-type: none"> • Meet monthly individually and in small groups with all members of the leadership team. • Engage in team-building activities with the leadership team in August 2016. • Provide opportunities for new administrators to interact with parents, community members, and school committee members. |
| <p><u>District Improvement Goal 4:</u> Ensure that current and planned building projects are completed efficiently, on-time, and on-budget. Support the master plan update process so that facility recommendations align with school and district needs and projected enrollment increases.</p> | <p><u>Key Actions</u></p> <ul style="list-style-type: none"> • Regularly attend EFPBC meetings and report to school committee on facility issues. • Monitor the Vinson-Owen classroom and ventilation projects. • Meet regularly with the WHS Project Communication Committee to support prompt and effective dissemination of key information about the project. • Meet regularly with the WHS principal, project manager, and contractor to problem-solve issues related to the building project. • Support the work of the master plan update firm and ensure that the recommendations address current and anticipated facility needs. • Collaborate with the DPW to ensure that buildings are safe, well-maintained, and clean. | <p><u>Benchmarks:</u></p> <ul style="list-style-type: none"> • Regularly attend twice-monthly EFPBC meetings through 6/30/17. • Regularly attend WHS Communications Committee meetings through 6/30/17. • Attend trailer meetings and informal contractor meetings for WHS project as needed. • Coordinate the work of the Master Plan update as needed. • Develop short-term and long-term plans in response to Master Plan findings and recommendations by March 30, 2017. • Regularly meet with the finance director and DPW representatives for monitoring and planning purposes through 6/30/17. |