

SUPERINTENDENT GOALS



GOAL ALIGNMENT



Scituate Public Schools Strategic Plan 2023-2028

Our Mission

Together, WE inspire, support, and challenge all learners to reach their unique potential




Our Vision

Set Sail. Dream. Explore. Discover.

Our Core Values

WE reach every student by:

Strategic Objectives

-  **1 Teaching, Learning, and Leading**
-  **2 Communication and Community Partnerships**
-  **3 Finance, Facilities, Personnel, and Technology**

Ensuring Equity	Nurturing Perseverance, Growth, and Achievement	Valuing Love, Inclusion, and Trust	Investing in Safety	Engaging with the Community
				

THEORY OF ACTION

IF we...

- Nurture a safe, supportive, inclusive, and collaborative learning environment
- Provide children with an engaging and rigorous curriculum with exemplary instructional practices that support and challenge students to reach their full potential through personalized learning opportunities;
- Engage the community in effective two-way communication in order to support student learning

THEN each Scituate student will develop the necessary social-emotional, academic, and career skills to be a productive citizen in an ever-changing world.



Aligning Our Systems

District Level

Strategic Plan

- Mission, Vision, Core Values
- Theory of Action
- Strategic Objectives
- Strategic Initiatives

Resource Allocation

Professional Development

School Level

School Improvement Plans

- Goals
- Outcomes
- Action Steps



GOAL SETTING: AREAS & STANDARDS

SELF-ASSESSMENT - YEAR 1	GOAL SETTING - YEAR 1	FORMATIVE EVALUATION - YEAR 1
<p>The superintendent conducts a self-assessment using:</p> <ul style="list-style-type: none">▪ DESE's performance Standards and rubric▪ Data about student learning▪ Past progress on the prior year's evaluation by the school committee▪ Input from the administrative leadership team▪ Staff feedback▪ Other relevant evidence	<p>Based on the self assessment, the Superintendent identifies goals to propose to the School Committee.</p> <ul style="list-style-type: none">▪ Student learning goals▪ Professional practice goal▪ District improvement goal	SUMMATIVE EVALUATION - YEAR 2
		<p>The Superintendent will be evaluated by the School Committee on progress toward the goals and performance on each of the following standards:</p> <ul style="list-style-type: none">▪ Instructional Leadership▪ Management and Operations▪ Family and Community Engagement▪ Professional Culture



STUDENT LEARNING GOAL

STUDENT LEARNING GOAL 1 - Provide Engaging and Rigorous Curriculum and Deliver High-Quality Instruction to Meet the Academic Needs of Each Learner

How Will We Do It?

- Continue the Systemic Student Support (S3) Academy with the Rennie Center, Boston College, and DESE and *implement* a foundation for district Multi Tiered System of Support (MTSS) philosophy and practices
- Ensure a coherent system for screening and monitoring student social-emotional support and progress (Partnerships in Education And Resilience)
- Implement our new math program in grades 6-12, including providing PD for staff and developing an aligned curriculum
- Implement a Data Review Process where we review interim data on our benchmarks assessments K-12
- Share, celebrate and identify focus areas of the SPS Equity Audit with all SPS staff
- Identify achievement gaps and develop a systematic plan (WIN Blocks) to address them (selected populations)

Focus Indicator(s)

- Standard I. Instructional Leadership:
 - I-B. Instruction
 - I-C. Assessment
- Standard II. Management & Operations
 - II-A. Environment
 - II-B. Human Resources Management & Development



STUDENT LEARNING GOAL - continued

How will we know Progress is Being Made?

Timeline	Artifact/Action/Outcome
June 2025	Evaluate data related to PEAR in relation to social/emotional competencies
2025-2026	Implement an effective MTSS process and examine data related to student interventions and outcomes
2025-2026	Improve % of all students meeting or exceeding expectations on MCAS Math, ELA, & STE
2025-2026	Improved student growth scores on both MCAS and internal benchmarking data for all students
2025-2026	Implement the priority recommendations from the equity audit
2025-2026	Annual report of data team meetings



DISTRICT IMPROVEMENT GOALS

DISTRICT IMPROVEMENT GOAL 1 - Improve the functionality and outcomes of district-wide teams.

How Will We Do It?

- Create consistent processes, expectations, and outcomes for School Councils
- Update and revise school improvement plan template to include a two year process

Focus Indicator(s)

- Standard III. Family and Community Engagement:
 - III-C. Sharing Responsibility

How will we know Progress is Being Made?

Timeline	Artifact/Action/Outcome
June 2025	Consistent meetings following open meeting law and aligned agendas
2025-2026	Revised and consistent SIP
June 2025	Template that will be provided to all School Councils
2025-2026	Ensure compliance with all school council policies (District/DESE)



DISTRICT IMPROVEMENT GOALS

GOAL 2 - Strengthen communication to build support and collaboration among school, community, and town partners.

How Will We Do It?

- Continue with the MSBA process for the Cushing/Hatherly School
- Establish a system to collect feedback from families about an enrollment plan for the opening of the new Cushing/Hatherly School
- Establish a system to share information and collect feedback on new building project from SPS staff
- Welcoming, encouraging, and providing regular opportunities and resources for all families to be active partners in the district and school community
- Conduct a review of our current communication practices and make improvements to ensure we are meeting the needs of all families
- Involve students in communications

Focus Indicator(s)

- Standard III. Family and Community Engagement:
 - III-C. Sharing Responsibility
- Standard II. Management & Operations
 - II-A. Environment
 - II-B. Human Resources Management & Development



DISTRICT IMPROVEMENT GOAL - continued

How will we know Progress is Being Made?

Timeline	Artifact/Action/Outcome
June 2025	Outline a process to collaborate and gather input from stakeholders and the community relative to enrollment plan for the opening of the new Cushing/Hatherly School.
2024-2026	Host community meetings and share surveys regarding the vision and development of the enrollment plan.
2024-2026	Monthly Superintendent Correspondence with the community via “Thursday Thoughts”
2024-2026	Regularly provide updates on the status of the design of the project as well as progress toward decisions regarding enrollment plan.
June 2026	Enrollment Plan



PROFESSIONAL PRACTICE GOAL

GOAL - Develop a succession plan to grow the next generation of teacher leaders and continue to improve the district culture and collaborative relationships established.

How Will We Do It?

- Utilize Interest Based Bargaining (IBB) as the basis to build community through collaborative processes of negotiation
- Pilot a coaching program for teachers
- Plan a recognition program for staff
- Participate in MSAA Mentor Program (Administrators)
- Expand our connection and access to a greater diverse pool of candidates
- Include an understanding of METCO for newly hired staff

Focus Indicator(s)

- Standard II. Management & Operations:
 - II-B. Human Resource Management
- Standard IV. Professional Culture
 - IV-D. Continuous Learning



PROFESSIONAL PRACTICE GOAL - continued

How will we know Progress is Being Made?

Timeline	Artifact/Action/Outcome
2025-2026	Implementation of Recognition ceremony - Inspiration Awards with the theme "WE INSPIRE!"
2025-2026	Complete the pilot with survey data, a summary from the coach, and feedback from teachers Expand the pilot to include more teachers
June 2025	Successful conclusion to negotiation of new collective bargaining agreements
June 2025	Completion of a prescribed growth document for those participating in the MSAA Mentor Program
2025-2026	Create leadership pathways for teachers



<p style="text-align: center;">Summary</p>	<p>Problems we are solving or opportunity we are going after</p>	<p>How will achieving this goal impact student learning?</p>	<p>Key Metrics. How will we know we have achieved this goal? How do we know if we are successful?</p>	<p>Link to the Strategic Plan Strategic Initiative Targeted</p>
<p>Provide Engaging and Rigorous Curriculum and Deliver High-Quality Instruction to Meet the Academic Needs of Each Learner</p>	<ul style="list-style-type: none"> • Student performance on metrics including MCAS, SATs, AP exams 	<ul style="list-style-type: none"> • Student Outcomes will improve 	<ul style="list-style-type: none"> • MCAS Scores • PEAR data 	<ul style="list-style-type: none"> • Expand knowledge and uniform practices of Multi-Tiered Systems of Support • Maintain a documented curriculum in alignment with state standards
<p>Improve the functionality and outcomes of district-wide teams.</p>	<ul style="list-style-type: none"> • Inconsistency on processes and procedures related to School Councils and School Improvement Plans 	<ul style="list-style-type: none"> • Better district-wide planning can be achieved 	<ul style="list-style-type: none"> • Consistency in SIP and the processes as demonstrated through the plan, agendas, and calendars • High functioning meetings 	<ul style="list-style-type: none"> • Enhance communication systems and strategies
<p>Strengthen communication to build support and collaboration among school, community, and town partners.</p>	<ul style="list-style-type: none"> • Improve community engagement 	<ul style="list-style-type: none"> • Enhanced relationships between the school district and community 	<ul style="list-style-type: none"> • Enrollment plan • Thursday Thoughts • Community events and updates regarding the new Cushing/Hatherly school 	<ul style="list-style-type: none"> • Enhance communication systems and strategies • Create/Sustain a series of events that communicate, celebrate and support our core values with students, staff, and families
<p>Develop a succession plan to grow the next generation of teacher leaders and continue to improve the district culture and collaborative relationships established.</p>	<ul style="list-style-type: none"> • Provide opportunities for professional growth and advancement • Improve culture for ALL students and staff 	<ul style="list-style-type: none"> • Greater satisfaction with the day to day experience for students and staff 	<ul style="list-style-type: none"> • New contract • Inspiration awards • Survey and other data from coaching process 	<ul style="list-style-type: none"> • Establish programs and support mechanisms to recruit and retain staff and ensure appropriate staffing levels • Implement the three priority recommendations from the equity audit

