

## Superintendent Goals for May 2022- January 2024

### A. Student Learning Goals:

1. **Dr. Thomson will work with the principals to develop and implement goals for all staff focused on the implementation of culturally proficient professional learning.**

#### *Timeline and Measurables:*

- *In October 2022 goal development will occur between educators and their evaluators;*
- *From ~~November 2022~~ January 20 23 (Jan) to April 2023, Dr. Thomson will conduct observations of Principal-led staff meetings focused on admin goals around this work;*
- *In June 2023, there will be superintendent reflection and summary of observed changes in practice.*
- *In September 2023, Dr. Thomson will present a progress report at a SC meeting.*
- *In October 2023 staff goal refinement for the next cycle will occur.*
- *In December 2023, Dr. Thomson will update on next steps at a SC meeting.*

2. **Working with the Administrative Team, Dr. Thomson will facilitate the introduction of instructional rounds at the middle school, all five elementary schools, and at the Willett. During the 2022-2023 school year instructional rounds will begin at CMS, Balch, Prescott, and the Oldham. During the 2023-2024 school year instructional rounds will begin at the Willett, Callahan, and Cleveland.**

#### *Timeline and Measurables:*

- *The District will target 2 instructional rounders per year per school: one in the fall/winter and one in the spring*

- *In fall 2022 school based training for the school leaders of CMS, Balch, Prescott, and Oldham will happen, facilitated by Dr. Thomson, Dr. Galligan and other leaders from the HS who have been conducting instructional rounds already*
- *In December 2022 a presentation on these trainings will be shared at a SC material from the HS admin team*
- *Teacher training on instructional rounds for educators at CMS, Balch, Prescott, and Oldham will begin Early winter2022*
- *Winter 2023 first visits will occur at CMS, Balch, Prescott, and Oldham; data reviews and staff meetings will occur*
- *Late spring 2023 second visits will occur at CMS, Balch, Prescott, and Oldham*
- *In summer 2023, Dr. Thomson will present to the SC on how this initiative is going, lessons learned, and next steps*
- *In fall 2023, school based training for the school leaders of Willett, Callahan, and Cleveland will happen, facilitated by Dr. Thomson, Dr. Galligan and other leaders from the HS who have been conducting instructional rounds already*
- *Teacher training on instructional rounds for educators at Willett, Callahan, and Cleveland will begin late fall 2023.*
- *First visits for the CMS, Balch, Prescott, and Oldham will occur in fall 2023;data reviews and staff meetings will occur*
- *In Winter 2024, the first visits will occur at Willett, Callahan, and Cleveland; data reviews and staff meetings will occur*

## **B. Professional Practice Goals:**

- 1. Dr. Thomson will conduct regular visits to all buildings to evaluate district progress on district goals and initiatives.**

*Timeline and Measurables:*

- *This work will begin in fall 2022 and is expected to continue throughout school year 22-23 and school year 23-24*
  - *A minimum of at least 4 visits per school for the year will be conducted*
  - *Progress will be reported quarterly during the Superintendent Report at SC meetings, and in between meetings via the the Superintendent email updates to the SC.*
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- 2. Working with the Administrative Team, Dr. Thomson will demonstrate proficiency in communication with stakeholders through: his professional development around communications; the utilization of current district communication resources and tools; the highlighting of current best practices, as well as conducting research into and addition of new resources and procedures to help strengthen district wide communication.**

*Timeline and Measurables:*

- *May 2022-May 2023*
  - *Dr. Thomson will complete the superintendent communications workshop on May 16, 2022 and share lessons learned with the SC policy subcommittee and the full SC*
  - *Research into a translation tool/ resources will be conducted (evidence will be summary of options, services, costs to be considered for FY24)*
  - *Dr. Thomson will work with the policy subcommittee and the Director of Strategic Initiatives to begin assessing current practice and create district-wide communications policy between May 2022-November 2022*
    - *Dr. Thomson will work with the Director of Strategic Initiatives to further analyze and develop procedures between December 2022-May 2023*
  - *Between May 2022- August 2022, Dr. Thomson will lead the communication around the school start times implementation. This will include seeking parent feedback and questions in May/ June 2022 either via a public forum or a survey.*

- *In September 2022, Dr. Thomson will launch his monthly Superintendent Newsletter*
- *Starting in September 2022, it is expected that Dr. Thomson will hold at least three Facebook Lives a school year.*
- *Starting in September 2022, it is expected that Dr. Thomson will hold at least three in-person Coffee with the Superintendent meetings a school year.*
- *Starting in September 2022, it is expected that Dr. Thomson will meet with the PTO advisory at least three times a school year.*
- *May 2023- January 2024*
  - *This specifics and timeline for this time period will be developed at the March 2023 mid-cycle check in*

### **C. District Improvement Goals:**

- 1. The Superintendent will work with the Middle School Building Committee, and will be assisted by the Director of Strategic Initiatives and the middle school Principal, to ensure that the educational plan is reflected in the design of the building.**
  - *Timeline and Measurables: Follow MSBA timeline and submit necessary documents to the MSBA as per their protocols.*
  
- 2. Dr. Thomson will facilitate the incorporation of the Equity Audit, Special Education Review, and the English Language Learning program review into a strategic plan for the district. Plans and timelines will be developed based on the action items identified in the ELL and Special Education Review.**

#### *Timeline and Measurables:*

- *From May 2022 through September 2022, Dr. Thomson will work with Mass Insight and the Director of Strategic Initiatives in developing a vision for Equity for the District.*
- *Beginning in September 2022, Dr. Thomson will lead the process of revising the last two years of the strategic plan through a lens of improving Equity in the District.*

- *In Early Winter key pillars established and presented to the School Committee*
- *At midcycle discuss timeline and measurables for 2023*