

# SUPERINTENDENT'S GOALS FOR 2018-19

## Timberlane Regional and Hampstead School Districts

### 1 ACADEMICS, PROGRAMS and PRACTICES

#### TIMBERLANE

Work to improve academic rigor resulting in increased student achievement by way of the following district and building level initiatives:

- a. Block Schedule - Monitor second year implementation of the 90 minute block schedule at TRHS and TRMS with specific attention to the personalization of student learning. Secondary schools will continue to monitor various indicators of success through focus on course grades and credit earned, performance on standardized assessments, walk-through observational data, student behavior and attendance records, and student perception survey data.
- b. Response to Intervention - Monitor implementation of district-wide 3-tier RtI model to meet the individual needs of students in the areas of academics, behavior, and social-emotional learning.
- c. Curriculum - Continue the writing of UbD Stages 2 and Stage 3 curriculum, focused on assessment and the design of instructional lessons that foster a deep understanding of topics and the application of learning to new tasks and continue monitor and review course offerings to ensure efficiency as it relates to staffing and teaching loads.
- d. Science Technology Engineering Arts and Math (STEAM) - Continue to expand Pre-K-12 STEAM opportunities and technology implementation that promote the development of 21st Century Skills such as collaboration, problem-solving, and creativity for students. Additionally, explore differentiated enrichment opportunities to meet the needs of all learner types, including our most accelerated student learners.
- e. Grading and Reporting - Continue to develop a hybrid model for secondary grading and reporting that reflects both a traditional grade and information on student competency acquisition with regard to both curricula and Work Study Practices. Multi-year goal with implementation target dates of grade 6 in 2018-19, grades 7 and 8 in 2019-20, and high school grades in 2020-21.

#### HAMPSTEAD

Work with Directors and Administrators to:

- a. Research and present a plan for Foreign Language Elementary Schools (FLES) program.
  - b. Refine homework policy, procedures and practices and evaluate its first year implementation.
  - c. Monitor the Universal Design for Learning training and implementation plan.
  - d. Maintain a focus on student performance data review at monthly H-Team meetings.
  - e. Support integrated lessons, STEAM activities and opportunities where student demonstrate creativity and innovation.
  - f. Implement competency-based performance assessments.
  - g. Maintain curriculum, instruction items as part of the Monthly H-Team agenda items.
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## **2 CLIMATE, CULTURE and PUBLIC RELATIONS**

### **TIMBERLANE**

Work to improve the climate and culture through a variety of district and building level initiatives:

- a. Evaluate current systems by way of critique and analysis of historical practices, staff survey results, and various nationwide models, and develop new/revised practices for providing a systemic program of job-embedded, on-going, training that supports educator development, collaborative practices, educator empowerment, and teacher retention.
- b. Continue efforts to improve curb appeal by tapping into community groups, clubs and organizations to inspire unity and learning and instill civic pride across the four communities.
- c. Increase capacity for understanding and responding to adverse childhood experiences, social-emotional well-being, and addiction through professional learning opportunities, and collaboration with community resources and law enforcement.
- d. Implement a comprehensive anti-bullying intervention program to address student bullying and harassment and develop district wide uniform procedures as well as online resources for parents and guardians to navigate the reporting process.
- e. Regularly attend Timberlane Parents Advisory Forums (TPAF) as well as meet with individuals (both parents and community members alike) to emphasize the availability of, and the public's access to, the Superintendent of Schools.
- f. Promote district actions and activities through social media platforms.

### **HAMPSTEAD**

Work with Directors and Administrators to:

- a. Deliver press releases and messages to our staff and community on important educational topics affecting Hampstead School District.
- b. Monitor and report twice a year on the progress of the yearly action steps toward the long term goals of the School District's Strategic Plan.
- c. Deliver seven policies per month to the Policy Committee for review and action.
- d. Emphasize safe and secure buildings and grounds by implementing new security practices and resources.
- e. Successfully implement the use of new positions: a School Resources Officer and a Social Worker.
- f. Lead efforts in creating an action plan to improve the Hampstead's System of Care with a district-wide team.

## **3 FACILITIES and TECHNOLOGY IMPROVEMENTS**

### **TIMBERLANE**

Collaborate with appropriate committees, boards and departments to:

- a. Conduct a facilities needs assessment that can be used to assist in determining and prioritizing future

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facility improvements.

- b. Develop a facilities improvement plan consistent with the Strategic Plan in the areas of safety and security, athletic and sport's needs, and space and program needs.
- c. Continue to support the district's Capital Improvement and Technology plans by providing the necessary information to keep these plans updated, ensure the projects submitted align with these plans, and provide the necessary staffing for the implementation of these plans.
- d. Implement online payment and web form system for parents and guardians to be able to sign up for and/or pay for district products and services to replace using paper copies and checks.
- e. Upgrade and migrate the time attendance and accountability system to be securely cloud hosted and increase compatibility with the district's financial system.
- f. Improve performance and stability for Internet connections at all schools to support online learning resources.

#### HAMPSTEAD

Work with Directors and Administrators to:

- a. Collaborate with the School Board in identifying the facilities plan for meeting the educational needs of the students, including the Hampstead Central School Renovation and Improvement Plan.
- b. Support the Board goals of recycling and energy efficiency.
- c. Assist in developing a Comprehensive Facilities Plan with Board priorities.

## **4 BUSINESS and BUDGETING**

#### TIMBERLANE

- a. Implement recommendations of outside consultant on staffing and workflow to achieve better analytical review and control over the finance function, provide better end user response and support, and enhance internal controls.
- b. Implement new time recording and tracking system that integrate seamlessly with the districts' enterprise system, Infinite Visions, and enhances security and better meets the needs of the district.
- c. Provide Support to Budget Committee and School Board in budget development and default budget development by working with budget owners to identify needs and opportunities in the budgeting process, providing and working within a timeline for budget development with the respective boards, and providing the necessary documentation and support to move forward on those budgets.
- d. In an effort to meet a stated goal of the School Board, develop and present a level-funded 2019-20 proposed budget for School Board and Budget Committee consideration.
- e. When feasible, provide business documents associated with School Board agendas at least five days in advance of board meetings.

#### HAMPSTEAD

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system, Infinite Visions, and enhances security and better meets the needs of the district.

- b. Develop the 2019-20 budget for the school district that supports a culture of continued improvement, factors student academic requirements, and a bottom line that is acceptable to the Board.
  - c. Create a collaborative process with School Board liaisons for budget preparation.
  - d. Liaise with Pinkerton Academy for budget preparation, programs, and sending school agenda items.
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