

# SUPERINTENDENT'S GOALS FOR 2017-2018

## 1 ACADEMICS

The Superintendent will work to increase student achievement through a variety of district and building level initiatives:

### **TIMBERLANE**

- a. Monitor implementation of the 90 minute Block Schedule.
- b. Continue professional development designed to support the differentiated needs of educators in teaching in the Block and personalizing learning for all learners.
- c. Create a district-wide 3-tiered model for RTI – Response to Intervention and Enrichment to meet the needs of all students.
- d. Implement consistent cycles of inquiry, process, and action for district and school data teams, and PLCs (Professional Learning Communities).
- e. Continue the writing of UbD Stage 2 curriculum, focused on assessment and other evidence of achieving Stage 1 goals (ie: Performance Tasks, rubrics).
- f. Expand STEAM opportunities for students at all levels.
- g. Roll-out new elementary report card and continue to work toward development of secondary competency-based, hybrid reporting aligned to curricula competencies.

### **HAMPSTEAD**

- a. Train staff in successfully implementing competency-based performance assessments.
- b. Analyze performance assessments and iReady test results to identify specific curriculum and instruction needs (skills and concepts) so as to inform classroom instruction and RTL plans.
- c. Create expectations for integrating educational standards into cross disciplinary lessons, such as STEAM and performance assessments.
- d. Maintain curriculum and instruction items as part of the Monthly H-Team agenda items.
- e. Lead a Homework Advisory Committee to make recommendations for policy and practice.
- f. Set up expectations where teams of teachers use PLC time for instructional purposes through:
  - Restructuring the PLC time to the original intent of the four essential questions. (What do we expect our students to learn? How will we know they are learning? How will we respond when they don't learn? How will we respond if they already know it?)
  - Reviewing PLC agenda and notes to determine assistance needed by teachers.
  - Maintaining a focus on student performance data review at monthly H-Team meetings.
  - Increasing opportunities where students set personal learning goals and reflect on their performance.

## 2 CLIMATE, CULTURE, and COMMUNITY RELATIONS

The Superintendent will work to improve the climate, culture and community relations through a variety of district, building level, and community initiatives:

### **TIMBERLANE**

- a. Explore equitable practices and outcomes that support standards of equity in schools.
- b. Transition the exploration of promoting diversity in schools to actionable items.
- c. Continue the cultivation of positive learning climates through focus on 7cs /TRIPOD Student Perceptions Survey data.
- d. Develop a process and protocol to promote student voice.
- e. Increase capacity for understanding and responding to adverse childhood experiences, social-emotional well-being, and addiction through expansion of Life of An Owl, professional learning opportunities, and collaboration with community resources and law enforcement.
- f. Continue efforts of Cleaner Greener Timberlane through school/community scheduled events, integrated Environmental Literacy learning, and improved curb appeal.
- g. Meet with community Board of Selectmen Chairs to address concerns and challenges unique to the four towns.

### **HAMPSTEAD**

- a. Be visible in classrooms through monthly walkthroughs.
- b. Hold monthly meetings with the Unions for communication and feedback.

## 3 BUSINESS, BUDGET and PLANNING

The Superintendent will work to improve business operations, and budget development and planning through a variety of district-wide initiatives:

### **TIMBERLANE**

- a. Create a line-by-line default budget.
- b. Strategize with the School Board to produce a draft budget for the Budget Committee that is reflective of budgetary decreases over the previous year.
- c. Increase transparency in the bidding process.
- d. Enhance Business Department internal controls by adopting best practices.
- e. Provide timely reporting to the Budget Committee, School Board, NHDOE and NHDRA.
- f. Where reasonable and feasible, address and eliminate audit report findings.
- g. Assist in developing a Strategic Plan by way of community voice/planning events with consultants.
- h. Identify and address single points of failure throughout the educational and operational systems (multi-year goal).

#### **HAMPSTEAD**

- a. Develop the 2018-19 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.
- b. Create a collaborative process with School Board Liaisons for budget preparation.
- c. Liaise with Pinkerton Academy for budget preparation, programs, and sending school agenda items.

## **4 COMMUNICATION and TECHNOLOGY**

The Superintendent will work to improve communication efforts and technology systems through a variety of district-wide initiatives:

#### **TIMBERLANE**

- a. Provide web-based access to report cards for parents at elementary level.
- b. Increase communication through Press Releases, public forums for parents of Timberlane students, and strategic planning parent and community events.
- c. Implement "Dedicated Device" program at TRMS and TRHS.
- d. Provide regular updates on the websites of each Superintendent Advisory Committee.
- e. Redesign district websites for easier navigation and more up to date school specific content.
- f. Implement a cloud-based document management solution.

#### **HAMPSTEAD**

- 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.

## **5 DISTRICT FACILITIES and OPERATIONS**

The Superintendent will work to improve the system operations of facilities, food service and transportation through a variety of district-wide initiatives:

#### **TIMBERLANE**

- a. Improve the budgeting, planning, and execution of maintenance and building projects by planning projects with input from end users and all stakeholders, and justifying said projects to meet district goals related to improving the learning environment.
- b. Initiate, on a trial basis, a web-based platform for all members of the Timberlane community to communicate facility deficiencies.
- c. Initiate, on a trial basis, a web-based platform for all members of the Timberlane community to communicate transportation deficiencies.
- d. Improve the efficiency of bus route development by investigating computerized route planning and

computerized ridership tracking options.

- e. Improve the transportation program by investigating bus communication systems that would reach rural areas of the Timberlane Regional School District.
- f. Work with the food service vendor to increase meal choices for students and staff.
- g. Increase efforts to collect deficient meal account balances.

**HAMPSTEAD**

- a. Work with the School Board in identifying the facilities plan for meeting the educational needs of the students, including the HCS Renovation and Improvement Plan.
- b. Support the Board goals and agenda of recycling and energy efficiency.
- c. Emphasize safe and secure buildings and grounds with staff.