

2013-14

SUPERINTENDENT'S GOALS FOR TIMBERLANE

1 SUPERINTENDENT'S LEADERSHIP TEAM

A. Teaching and Learning

A.1 The Superintendent's Leadership Team will participate in district initiatives in order to identify and establish the role of the SLT and its members and to gain a full understanding of the desired outcomes of each of the following initiatives.

- *Instructional Rounds*
- *Understanding By Design*
- *Danielson's Observation and Evaluation System*
- *Data Driven Dialogue and Decision Making*
- *The Tripod Survey*
- *Standards of Professional Learning*
- *School Net*

A.2 The Superintendent's Leadership Team will establish a district-wide consensus of what constitutes 21st Century learning and instruction and aggressively educate the school leadership to include key concepts, practices, and resources that promote and support this framework within the curriculum.

A.3 The Superintendent's Leadership Team will create the necessary support to solidify the restructuring of the secondary level administrative team and to support the grades 6-12 alignment efforts by facilitating meetings of key administrators, creating paths of communication among the various grade levels, and fostering collaboration and communication among staff and administration from grades 6-12.

A.4 The Superintendent's Leadership Team will oversee and monitor the work of fully aligning the PreK – 12 Curriculums With The Common Core.

B. Communication

B.1 The SLT will establish a clearly articulated process for communicating important information to administrators, and other groups in a consistent manner. This will be evidenced by the establishment of common messages, a consistent application of SharePoint for meetings, protocols for use of Power Announcement, strategies for improving communication between schools, and the effective use of technology.

C. Evaluation

C.1 The SLT will establish a clearly articulated process for providing feedback and approving recommendations from committees, administrators, and other groups. This will include the establishment of criteria and protocols.

D. Systems Improvement

D.1 In order to support system improvements, the SLT membership will articulate the Data Team structures for schools and the district, and ensure that all members understand the processes and protocols for the analysis, use, and reporting of data. Data will be effectively used for prioritizing

needs and directing professional learning, budgeting, CIA and overall operations. Evidence of goal attainment will be reflected in efficient and productive Data Team meetings and in the improved utilization and communication of data inputs and outputs.

D.2 *In order to support system improvements and eliminate duplication, the SLT membership will review and improve processes and forms related to professional development, teacher evaluation, technology, transportation, business, and human resources. Evidence of goal attainment will be reflected in efficient operations and positive feedback from the SAU staff and district employees.*

D.3 *The SLT members will work as a team utilizing agendas, minutes, norms and reflect on the accomplishments of the group. Improved ratings of team work and work products will be the evidence of goal attainment.*

2 EVALUATION/SUPPORT OF INSTRUCTIONAL STAFF

A. Professional Development Calendar

The Superintendent will provide professional development opportunities for instructional staff in an effort to improve performance and support teaching strategies.

B. Instructional Rounds

The Superintendent will implement an Instructional Rounds process as a mechanism for supporting schools as they work toward addressing the goals that have been articulated in their action plans.

C. Administrators (Goals and Evaluations)

The Superintendent will implement a goals and evaluation process for all administrators which will be used in the upcoming contract process.

3 ASSESSMENT

A. Action Plan Presentations

The Superintendent will establish school action plans for each of the district schools and make presentation to the School Board by the fall of 2013.

B. Tripod Project (student voice)

The Superintendent will implement the Tripod Project in an effort to connect content knowledge, pedagogical skills, and relationship building skills for district educators. This tool will measure student perception and perspective in order to induce and inform strategic planning and priority setting in our schools.

4 CAPITAL IMPROVEMENT

A. Portables

The Superintendent will install updated portable classrooms at the Timberlane Regional High School to be ready for use beginning the 2013-14 school year.

B. Schedule Retreat

The Superintendent will participate in a retreat with the School Board for the purpose of updating the Capital Improvement Plan.

C. Work with School Board and Selectmen to Plan for Future Facilities Needs

The Superintendent will meet with Boards of Selectmen in each District town in the fall of 2013 to

discuss ongoing district initiatives and future facilities goals.

5 PROGRAM REVIEW

A. Explore Full Day Kindergarten and Early Childhood Programs

During the 2014-15 budget process, the Superintendent will explore the feasibility of implementing full day kindergarten throughout the district.

B. Improve Mentoring Program by Including Retired Teachers

The Superintendent will implement a plan whereby the district will seek to continually engage Timberlane retired educators through the Timberlane Mentoring and Induction Program.

C. Establish Vertical Teams 6-12

In an effort to build the structure for consistent and coordinated effort to establish a 6-12 academic and operational continuum in the District, the Superintendent will established a new administrative structure at the High School focused on Curriculum creation and alignment, student issues, and operations. Each of these areas will be working and coordinating with the Middle School and its administrative team to ensure alignment and continuity from grades 6-12.

D. Establish Booster Scholarship/Academic Excellence Plan for Athletes

The Superintendent will implement a plan for student athletes for the purpose of improving both personal and team GPA's.

E. Increase Instructional Support for Instructional Creativity for All Levels

The Superintendent will meet with district principals to ensure that action plans and goals reflect increased flexibility for instructional staff to be more creative.

6 MEETING MANAGEMENT

A. Review Meeting Time Statistics

The Superintendent will review School Board meeting statistics for the purpose of improving board meetings.

B. Improve Meeting Efficiency

In an effort to improve School Board meeting efficiency, the Superintendent will make every effort to average board meeting times to two hours or less each meeting and reduce the number of nonpublic sessions.

Goals approved by the Timberlane Regional School Board on October 17, 2013.