

# Hingham Public Schools

## Superintendent's Goals

### 2019-2020

The goals below are formulated using the model set forth by the DESE in their Educator Evaluation -- Part VI: Implementation Guide for Superintendent Evaluation. The Superintendent's goals are written in concert with the goals established in the HPS Strategic Plan (2016-2021). The goals articulated here are written to thoughtfully reflect the mission and vision of the district as identified in the strategic plan.

#### **#1 Professional Practice Goal:**

*To complete year one of the "New Superintendents Induction Program" which requires a formal induction plan and is specifically designed to engage the school community in providing challenging and comprehensive educational programs in a safe and supportive environment, enabling all students to develop the knowledge and skills necessary for success as local and global citizens.*

#### **Key Actions: By June 30, 2020...**

- I will develop and employ skills in strategy development, data analysis, and instructional leadership by completing the first year (of three) of the New Superintendent's Induction Program (NSIP):
  - I will attend and actively participate in eight day-long content sessions with the new superintendent's cohort throughout the 2019-2020 school year.
  - I will complete all program readings and assignments.
  - I will engage in the coaching process (at least 6 hours per month of onsite coaching).

#### **Benchmarks/Evidence:**

- I will provide updates to the School Committee during Superintendent's Reports.
- I will complete a mid-year and year-end self-reflection.

#### **#2 Student Learning Goal:**

*To ensure innovative, authentic, inclusive, and comprehensive educational programs that foster and sustain student curiosity and inspire students to be passionate and purposeful, global citizens.*

#### **Key Actions: By June 30, 2020...**

- I will assess and gather feedback data regarding student participation in advanced-level coursework in order to ensure equity in that all students are encouraged and have access to appropriately challenging courses and programs.
- I will continue the implementation of a tiered model of intervention that reinforces social/emotional skill development in elementary students and transition to secondary students.
- I will assess and revise, as necessary, a comprehensive system of multi-tiered interventions that address the needs of struggling students.
- I will establish a Superintendent/Student Leadership Council that promotes student voice and leadership in decisions that impact school programming.

**Benchmarks/Evidence:**

- Report to the School Committee regarding student access and participation in advanced-level courses
- Examination and written analysis of feedback regarding student access and participation in advanced-level courses.
- Report to the School Committee regarding the HPS Multi-tiered system of interventions.

**#3 District Improvement Goal:**

***Continue to implement a comprehensive special education program which promotes individualized and appropriate instructional practices that recognize and support the needs of students.***

**Key Actions: By June 30, 2020...**

- I will ensure teacher training in process, procedures, and strategies which ensure a Free and Appropriate Public Education to all children with special needs.
- I will ensure teacher training in current intervention programs and strategies that best support children with special needs.
- I will ensure teacher training in strategies for effective communication with parents of children with special needs.

**Benchmarks/Evidence:**

- Mid-year and year-end self-reflection.
- Feedback from faculty regarding the impact of professional development programming on their practice.
- Feedback from parents regarding the effectiveness of communication strategies.

**#4 District Improvement Goal:**

***To promote effective communication, support, and collaboration among staff, students, parents, and community.***

**Key Actions: By June 30, 2020...**

- I will complete a review of the electronic presence of the school district and revise as appropriate (e.g., revise the district website).
- I will work with the School Committee to articulate and implement a district-wide communication plan
- I will collaborate with municipal officials and parent organizations.

**Benchmarks/Evidence:**

- Development and implementation of a new district website.
- Publish a district-wide communication plan
- Report to the School Committee regarding attendance at municipal department head and parent teacher organization meetings.

## **#5 District Improvement Goal:**

***To collaborate with municipal officials and engage residents to ensure appropriate and adequate educational facilities in the future.***

### **Key Actions: By June 30, 2020...**

- I will work with the School Building Committee to complete all deliverables required by the MSBA as a result of the Statement of Interest submitted by the HPS in April, 2019.
- I will work with the School Committee to articulate and implement a strategy for addressing the long-term facilities needs of the district.
- I will assess and gather data regarding school safety needs.

### **Benchmarks/Evidence:**

- Completed strategy for “next steps” dependent upon the outcome of the Statement of Interest submitted by the HPS in April, 2019.
- Completion of a written plan for addressing the long-range needs of all district fractalities.
- Report to the School Committee regarding safety needs of facilities.
- Mid-year and year-end self-reflection.