



HINGHAM PUBLIC SCHOOLS

220 Central Street • Hingham, Massachusetts 02043

781-741-1500 VOICE • 781-749-7457 FAX

www.hinghamschools.com

Full School Committee Goals - approved October 18, 2021

Superintendent Goal

Over the 2021-2022 school year the Hingham School Committee will seek, recruit, and hire a student-focused Superintendent to lead Hingham Public Schools. The Superintendent will make student-focused, data driven decisions to support and meet the differentiated educational needs of all students, and will build and foster a climate of mutual trust and respect with all stakeholders. To meet this goal, the School Committee will:

- Follow the agreed upon search process to ensure that a Superintendent candidate is hired by the end of the school year, ideally before January 15, 2022
 - Meet the benchmarks outlined on the NESDEC timeline
- Engage the community in the Superintendent search process
 - Provide a forum to gain community input on the ideal Superintendent candidate profile
 - Provide a community survey to seek input on the ideal Superintendent candidate profile
 - Form a Screening Committee with stakeholders representing all relevant Hingham Public Schools interests
 - Conduct community listening sessions to seek public input on the candidates once finalists are announced
 - Provide clear and consistent communication with the community about each stage of the Superintendent search process and about opportunities to provide input and to get involved
- Set the next Superintendent up for success
 - Successfully negotiate a contract with the selected Superintendent candidate

- Support collaboration between the Interim Superintendent and his successor

Budget Goal

Over the 2021-2022 school year the School Committee is committed to collaborating with the Interim Superintendent to develop a sustainable budget and a plan for future budgets that meet the needs of all students and meet community expectations. To accomplish this goal, the School Committee will:

- Collaborate with Hingham town officials to develop a sustainable budget plan
 - Participate in the town-wide Sustainable Budget Task Force through a School Committee representative
 - Communicate regularly with the Select Board representative and Education Subcommittee of the Advisory Committee regarding School Department budgetary needs
- Collaborate with the Interim Superintendent and Director of Business and Support Services through the budget process to develop a FY 2022-2023 budget that meets the needs of all Hingham students in a fiscally responsible way
- Involve the community in the HPS budget process
 - Provide clear and consistent communication with the community about the budget process and about opportunities to provide input

Strategic Plan Goal

Over the 2021-2022 school year, the Hingham School Committee will collaborate with school administration and all stakeholders, including HPS staff, parents, and the community, to develop a 3-5 year, student-focused strategic plan for the district. To accomplish this goal, the Committee will:

- Support the Interim Superintendent to contract a vendor by the end of October
- Seek involvement and input into the development of the plan from all stakeholders
 - Provide clear and consistent communication with the community about each stage of the planning process and about opportunities to provide input and to get involved
 - Host a survey and multiple focus groups in collaboration with the vendor and school administration

- Collaborate with the vendor and administration to ensure that a 3-5 year strategic plan that prioritizes the educational needs of all students is developed, along with a plan for implementation
 - Document plan on the website and communicate the plan to the Hingham community

Equity, Inclusion and Belonging Goal

Hingham Public Schools has completed the first year of an equity review cycle and continues to implement audit initiatives to ensure that all students are treated equitably, have opportunities in all programs, and have a strong sense of belonging in the community. The School Committee will focus on equity in all aspects of its work including:

- Informing and engaging the school, and broader community, regarding the mission and vision of the school district's equity, inclusion and belonging program initiatives
 - Outcomes: ensure equity, inclusion and belonging knowledge is explored with Superintendent candidates, incorporated into the strategic plan, and equity cycle updates are provided to the SC at mid-year and end-of-year
- Evaluating budget requests based on delivering equity and investments in areas to ensure meeting of equity and inclusion goals
 - Outcomes: equity efforts are incorporated into budget presentations during Town Meeting budget reviews; equity efforts are discussed in planning for Foster School
- Identifying the use of gender-neutral terminology in all District and School Committee communications and documentation
 - Outcomes: Gender Neutral bylaw is shared and explained to the leadership team; policies and handbooks are updated to include gender neutral language; students are instructed about Gender Neutral bylaw language