

**Weston Public Schools
Superintendent's Goals 2011-2012**

Long Range Plan 2009-2013

Final Report

This final report is organized as follows: 1) Discussion of accomplishments outside of annual goals; 2) Review of each of the four general areas (Curriculum, Student Support, Management and Facilities) and 3) Summary. All of this work was accomplished through a shared vision, a commitment to collaboration, and a focus on distributive leadership. The administrative team, including central office, building leaders and teacher leaders, has focused on our primary mission, teaching and learning, as well as the related tasks that support that work. As I noted in February, we have accomplished much of what was outlined in the Five Year plan, first submitted for your approval in the fall of 2009. All of this was accomplished in addition to several other significant challenges during these past three years, such as replacing 20% of teaching staff and 30% of Administrative Council.

1. Accomplishments outside of annual goals:

This year in addition to the goals outlined below we completed the following:

- o Hired a new Director of Student Services, Director of METCO, Mathematics Department Chair (grades 6-12), K-5 Science/Social Studies Coordinator, K-5 ELA coordinator, & Woodland School Principal
- o Completed negotiation with WEA and School Committee to address new state regulations on evaluation for fall 2012
- o Completed FY '13 budget process
- o Met throughout this year with committee of WEA members to explore revising compensation structure for teachers; joint report will be presented to School Committee in fall 2012
- o Completed New England Association of Schools & Colleges (NEASC) review of Weston High School & received report
- o Completed state mandated Coordinated Program Review in May
- o Coordinated removal of contaminated fields behind Community Center & Field School scheduled for July 2012
- o Working with a donor to fund two projects that will enhance and enrich the new science wing: outdoor amphitheater and technology for the media conference center

I. Curriculum

There were a number of significant accomplishments in the area of curriculum this year, including Program Review, Response to Intervention and Professional Development. Amber Bock and Larry Murphy oversaw the completion of the K-12 Science self-study, which now includes the requirement of consulting research studies, visiting classes in

other schools; and addressing scope and sequence. Progress was also made in our efforts to support students through a well-articulated and defined Response to Intervention program. This involves identifying the assessments and programs that are available to students before a decision is made that special education is warranted. The district has been working with a consultant for two years, beginning with the elementary schools. Finally, this was the third year of supporting professional development through faculty collaboration in professional learning communities. The emphasis continues to be identifying a goal to improve teaching and learning, collecting data and presenting this work to colleagues.

A. Review and revise Weston Learning Standards

		STATUS
1.	Complete K-5 review in Science with help of consultant.	Completed
2.	Identify scope and sequence of units and align learning goals in K-5 Social Studies <i>-Newly hired Elementary Science/Social Studies Coordinator will complete next year</i>	On hold
3.	Create timetable for review in 6-12 of all disciplines	Completed
4.	Begin 6-8 revision of learning goals and benchmark assessments <i>- Science, ELA, Music and PE will be completed by fall of 2012</i> <i>-a Social Studies, Math, Art and FL will be completed by spring of 2013</i>	In process
5.	Identify assessments that will be used in teacher evaluation <i>-DESE will provide information this summer and we anticipate identifying assessments to pilot next fall</i>	Fall 2012
6.	Pilot Progress Monitoring in ELA, Math (Science on hold)	Completed
7.	Develop C.H.A.N.G.E. (<u>C</u> ritical thinking, <u>H</u> ands on, <u>A</u> ssessments for <u>N</u> avigating <u>G</u> lobal <u>E</u> xperiences) assessments in grades 3-5 for implementation in spring 2013	On hold

B. Increase role of data

		STATUS
1.	Conduct professional development on Response to Intervention (RTI) practices at elementary level <i>-Grade leaders met with consultant in January</i> <i>-Grade level team sessions scheduled for February</i> <i>-Woodland School PLC</i>	Completed
2.	Survey teachers on effectiveness of RTI training	In process
3.	Hire consultant to conduct survey at secondary level of RTI practices <i>-Consultant met with secondary committee</i> <i>-Survey of RTI practices to be conducted in spring</i> <i>-Report will be completed in June</i>	Completed
4.	Research options for new student management system to support RTI <i>-Funding in FY 13 budget proposal</i> <i>-Discussion of preferences & requirements held with leadership</i>	Ongoing

C. Finalize revised Program Review

		STATUS
1.	Complete Health and Wellness external review by committee chaired by Dr. Patricia MacDiarmid (Springfield College) to be held on October 27 & 28	Completed
2.	Present Health and Wellness Program Review Findings to SC in winter 2012	Completed
3.	Present Department's response to findings in spring of 2012	Scheduled for October 2012
4.	Complete self-study of Science program K-12 with help of consultant	Completed
5.	Select a chair for external Science review to be conducted in Fall of 2012: Dr. Chris Rogers, Tufts University	Completed.

D. Evaluate New Professional Development Model in Year Three

		STATUS
1.	Continue 30 hour focus/PLC groups <i>-Third year of initiative</i> <i>-Focus on student learning and data collection</i> <i>-Presentations by each PLC group scheduled for March 12</i>	Completed
2.	Use data base (e.g., Mylearningplan) to gather information on teacher professional development (Goal: participation, data, hours)	Completed
3.	Create more interactive website and on line component	On hold
4.	Conduct needs assessment on professional development (including RTI) and effect upon teaching and learning <i>-RTI report by consultant</i> <i>-TELLS survey</i>	Completed

II. Student Support

One important goal that was met has been the success of the iPad initiative and subsequent expansion into grade eight. The integration of this tool into classroom instruction, student organization and homework has been significant and we look forward to reading the final evaluation of the project, which is being completed by our consultant from Boston College. In terms of global education, much of the integrating of the standards has been occurring on an individual teacher or grade level team basis. This has included initiatives on micro lending at the middle school, diversifying literature selections in all schools and utilizing technology (e.g. Skyping Uganda as did a grade 5 class). The plans for the new high school media conference center will support more global outreach due to the improved technology.

A. Expand Global Initiative

		STATUS
1.	Form teacher/administrator committee to review Global Committee recommendations and formulate plan to move efforts forward	On hold
2.	Complete integration of global standards with support from Curriculum Leaders in grades 6-12	In Process

	-Middle School initiative on micro lending -Embraced by individual teachers -Needs further coordination and implementation	
3.	Plan for opening of high school media center and online interactions with global community -Input sought from Tech Council -Curriculum leaders at high school consulted	In process

B. Increase support options

		STATUS
1.	Include evaluation of TEC effectiveness in fall High School report	Completed
2.	Evaluate Foreign Language hybrid courses launched in 2011-2012	Completed
3.	Assess effectiveness of early intervention programs and additional classroom supports in mathematics	Completed
4.	Monitor, assess and report on Grade seven 1:1 initiative -Mid-point surveys(parents, teachers & students) completed -Presented to School Committee on February 6 -Final surveys to be conducted in spring -Report will be submitted by BC consultant in summer	Completed
5.	Create committee of Field School faculty and representatives from middle school to plan for technology in new school	Summer

III. Management

A. Improve Communication

		STATUS
1.	Continue parent evaluations after every program and report in School Improvement Plan on how data was utilized	Completed
2.	Conduct parent evaluation of special education services	Completed
3.	Utilize My Grapevine in collaboration with Town	Completed
4.	Assess use of Twitter by Food Service in elementary schools	Spring
5.	Expand use of teacher web and other technology tools (include in PD assessment)	Completed
6.	Charge district-wide PD committee with making recommendations for on-line PD	Summer
7.	Monitor WEEFC sponsored Alumni outreach initiative -Report completed and submitted to WEEFC	Completed

B. Commit to Diversity in Workplace

		STATUS
1.	Continue using METCO Inc. website for advertising positions and possibly Alumni website	Completed
2.	Form district-wide committee to make recommendations based on review of survey and report on supportiveness of WPS as work place for faculty and staff of color -District wide committee meeting -Summer workshop scheduled -On going commitment to district-wide committee because of	On going

	<i>importance of this work</i>	
3.	Recruit and schedule employees of color to attend hiring fairs with HR <i>-HR and teacher of color to attended minority hiring fair in March</i> <i>-outreach & networking continuing</i>	Completed
4.	Complete and activate on-line brochure highlighting advantages to working in Weston	Summer
5.	Maintain goal of hiring 20% diverse faculty & staff <i>-currently 11.3 % of faculty are teachers of color</i> <i>-overall 11.4 % of all faculty and staff are people of color</i>	Ongoing

IV. Facilities

The building projects are front and center under this heading. There has been steady progress in both the high school addition and the Field School project. The new science labs are on schedule to open next fall and the building of the new Field School is scheduled to begin next November or December. The guidance of the Permanent Building Committee has been an essential reason why these projects have been moving forward so successfully. The Director and Assistant Director of Facilities are also integral to the success of those projects as well as the boiler replacements and effective maintenance of all of our schools.

Weston Public Schools continues to focus on sustainability, though the goal this year of reducing waste was not realized. We are now partnering with parents and residents as part of a committee focused on reducing the use of plastic bottles throughout our schools and community.

A. Address programmatic needs of students

		STATUS
1.	Continue Field School project with MSBA	Ongoing
2.	Monitor Greater Case Campus project	Ongoing
3.	Support High School Science labs and sprinkler project	Ongoing
4.	Plan for Middle School pool upgrades	In Facilities report
5.	Plan for High School windows, doors and electrical upgrade	In Facilities report
6.	Begin boiler replacement at High School & Middle School boiler	In process

B. Expand energy conservation and green initiatives

		STATUS
1.	Continue green initiatives with 2011-2012 Goal: Reduce Waste: <i>no reduction</i>	Unsuccessful
2.	Expand training for new teachers on green initiatives	Completed
3.	Include review of “green” lessons in K-12 science curriculum self-assessment	Completed
4.	Support LEED silver goal in building projects-done	Completed
5.	Communicate with community and school based committees to identify additional ways to support sustainability <i>-School based Green Team messages</i> <i>-Students created posters</i>	Completed

	-Westword published suggestions -Website included information -New Anti-plastics committee formed with parents, teachers, students & administrators	
6.	Pursue grants -grant for replacement of Middle School boiler	Completed

C. Continue Technology improvements

		STATUS
1.	Link websites to curriculum related sites that support student learning -1:1 utilizing apps -curriculum integration specialists working with classroom teachers	Completed
2.	Pilot on-line learning opportunities -Hybrid course in French - summer workshop	Completed
3.	Assess Middle School one-to-one full scale launch in FY '12	Completed
4.	Create disaster recovery plan	On hold
5.	Update yearly replacement plans for equipment and infrastructure	Completed
6.	Conduct survey of faculty and staff use of technology as part of PD assessment -National based "Speak up" -HS/MS interactive whiteboard use -MS iPad use	Completed
7.	Work with district and building based technology committees, parent and student groups, Administrative Council and School Committee to plan for next phase of 1:1 -Numerous public sessions held -Presentation to School Committee on February 6	Completed
8.	Develop on-line site for district state mandated trainings (civil rights, medical, bullying, concussion, etc.)	Summer