

Weston Public Schools
Superintendent's Goals 2011-2012

Long Range Plan 2009-2013

Action Plan for Year Three

In preparing my goals for year three of the Long Range Plan, I was mindful of how much has already been accomplished in meeting the plan I submitted for your approval in the fall of 2009. We are now building upon significant improvements made by administrators, faculty, staff and volunteers during the two previous years. In the area of curriculum, the elementary program has been reviewed, learning goals refined and assessment practices revised to now include progress monitoring. The professional development program has been revamped to be much more effective and efficient. The improved Program Review Protocol was utilized for an internal evaluation last year and will be completed with the external review of the Health and Wellness Department this fall. We have vastly improved the infrastructure of our technology, replaced the telephone system, expanded wireless capability, installed classroom tools, and launched a 1:1 pilot. We have several facilities projects in progress: the high school science labs, a new Field School, a new high school boiler and Case House traffic and parking plan.

I believe we are now at a point where it is important to begin thinking about the next Long Range Plan. To that end, last year the Administrative Council began developing a collective vision of our district for the next ten years and beyond. This year the teacher leaders will also begin this work, which will lay the ground work for setting future goals.

This year in addition to the goals outlined above that are linked to the Long Range Plan, we will focus our efforts to:

- Hire a new Director of Student Services
- Complete negotiation with WEA and School Committee to address new state regulations on evaluation for fall 2012
- Address budget challenges in FY'13
- Continue Compensation Committee sessions with WEA with goal of reporting out on or before summer 2013
- Prepare for and host New England Association of Schools & Colleges (NEASC) review, October 16-19
- Prepare for and host the May state mandated Coordinated Program Review

I. Curriculum

A. Review and revise Weston Learning Standards

1. Complete K-5 review in Science with help of consultant
2. Identify scope and sequence of units and align learning goals in K-5 Social Studies
3. Create timetable for review in 6-12 of all disciplines

4. Begin 6-8 revision of learning goals and benchmark assessments
 5. Identify assessments that will be used in teacher evaluation
 6. Pilot Progress Monitoring in ELA, Math and Science
 7. Develop C.H.A.N.G.E. (Critical thinking, Hands on, Assessments for Navigating Global Experiences) assessments in grades 3-5 for implementation in spring 2013
- B. Increase role of data
1. Conduct professional development on Response to Intervention (RTI) practices at elementary level
 2. Survey teachers on effectiveness of RTI training (see D. d below)
 3. Hire consultant to conduct survey at secondary level of RTI practices
 4. Research options for new student management system to support this work
- C. Finalize revised Program Review
1. Complete Health and Wellness external review by committee chaired by Dr. Patricia MacDiarmid (Springfield College) to be held on October 27 & 28
 2. Present Health and Wellness Program Review Findings to SC in winter 2012
 3. Present Department's response to Findings in spring of 2012
 4. Complete self-study of Science program K-12 with help of consultant
 5. Select a chair for external Science review to be conducted in Fall of 2012
- D. Evaluate New Professional Development Model in Year Three
1. Continue 30 hour focus/PLC groups
 2. Use data base (e.g., Mylearningplan) to gather information on teacher professional development (Goal: participation, data, hours)
 3. Create more interactive website and on line component
 4. Conduct needs assessment on professional development (including RTI) and effect upon teaching and learning

II. Student Support

- A. Expand Global Initiative
1. Form teacher/administrator committee to review Global Committee recommendations and formulate plan to move efforts forward
 2. Complete integration of global standards with support from Curriculum Leaders in grades 6-12
 3. Plan for opening of high school media center and online interactions with global community
- B. Increase support options
1. Include evaluation of TEC effectiveness in fall High School report
 2. Evaluate Foreign Language hybrid courses launched in 2011-2012
 3. Assess effectiveness of early intervention programs and additional classroom supports in mathematics
 4. Monitor, assess and report on Grade seven 1:1 initiative

5. Create committee of Field School faculty and representatives from middle school to plan for technology in new school

III. Management

A. Improve Communication

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

B. Commit to Diversity in Workplace

1. Continue using METCO Inc. website for advertising positions and possibly Alumni website
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
3. Recruit and schedule employees of color to attend hiring fairs with HR
4. Complete and activate on-line brochure highlighting advantages to working in Weston
5. Maintain goal of hiring 20% diverse faculty & staff

IV. Facilities

A. Address programmatic needs of students

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

B. Expand energy conservation and green initiatives

1. Continue green initiatives with 2011-2012 Goal: Reduce Waste
2. Expand training for new teachers on green initiatives
3. Include review of "green" lessons in K-12 science curriculum self-assessment
4. Support LEED silver goal in building projects-done
5. Communicate with community and school based committees to identify additional ways to support sustainability

6. Pursue grants
- C. Continue Technology improvements
1. Link websites to curriculum related sites that support student learning
 2. Pilot on-line learning opportunities
 3. Assess Middle School one-to-one full scale launch in FY '12
 4. Create disaster recovery plan
 5. Update yearly replacement plans for equipment and infrastructure
 6. Conduct survey of faculty and staff use of technology as part of PD assessment
 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
 8. Develop on-line site for district state mandated trainings (civil rights, medical, bullying, concussion, etc.)

"It's not enough to be busy... the question is: what are we busy about?" ~~ Henry David Thoreau