

Walpole Public Schools
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Superintendent of Schools

Goals
2019-2020

The goals below are formulated using the model set forth by DESE in their Evaluation Educators, Part VI: Implementation Guide for Evaluating Superintendents. The goals are written in concert with the District Strategic Plan. The goals articulate highlighted focus areas and are written to mirror the current work of educators and administrators across the district.

As a new Superintendent, I will be participating in the three-year New Superintendent Induction Program by the Department of Elementary and Secondary Education (DESE) and the Massachusetts Association of School Superintendents (MASS) in collaboration with the Massachusetts Association of School Committees (MASC). This program will provide support and content information that will help in my new role as I work with principals, district teams and school committee to build strong relationships, develop high functioning teams, and improve achievement for students in the district. This program will enable me to spend a considerable portion of the year working with key stakeholders to examine district needs and develop goals for addressing them.

Goal 1: Professional Practice Goal: New Superintendent Induction Program
Develop strategy development skills, data analysis, and instructional leadership by completing the first year of the New Superintendent Induction Program (NSIP).

Key Actions:

- Participate in eight day-long content sessions with new Superintendent cohort throughout the 2019-2020 school year.
- Completion of all readings and assignments with application to practice
- Engage in monthly onsite coaching process
- Conduct a systematic entry process with findings reported to School Committee and the general community

Benchmarks:

- Updates to School Committee
- Report of entry findings to School Committee and the general community

Address the following standards:

- Standard I: Instructional Leadership
- Standard II: Management and Operations
- Standard III: Family and Community Engagement
- Standard IV: Professional Culture

Goal 2: District Improvement Goal

Continue to collaborate with municipal officials and engage all community stakeholders to ensure appropriate future educational facilities

Key Actions:

- Complete the deliverables for the MSBA Eligibility Period and begin the Feasibility Study
- Work with School Committee to articulate and implement a community visioning process for the middle school building project to serve as the basis for the Educational Plan required by MSBA
- Work with consultants to complete audits, identify priority action steps, and begin implementing recommendations

Benchmarks

- Completion of required deliverables to MSBA
- Community forums and surveys
- Report to School Committee phased plan for implementation

Addresses the following standards:

- Standard I: Instructional Leadership
- Standard II: Management and Operations
- Standard III: Family and Community Engagement

Goal 3: Student Learning Goal

Students will demonstrate increased proficiency of level standards in math as indicated by benchmark assessments/data. For students not having demonstrated growth, processes/interventions will be implemented and communicated to principals and School Committee.

Key Actions

- Review district's performance data. Identify areas of strength and areas of need and develop action steps based on findings
- Continue professional development/secure resources to support staff
- Based on analysis of math results, examine benchmark data relevant to other content areas

Benchmarks:

- Report to School Committee on benchmark performance and identified action steps
- Identification of benchmark assessments of subject areas and grade levels

Addresses the following standards:

- Standard I: Instructional Leadership
- Standard II: Management and Operations

Goal 4: Student Learning Goal

Collaboratively build a strong administrative team to support effective instructional practice

Key Actions

- Facilitate Leadership Retreat, identifying priorities that impact student learning and growth
- Throughout the year, continue to work identifying priorities that support the Strategic Plan
- Engage in activities, including educator observation, in order to learn from one another, build consistency, and develop a shared understanding of effective teaching.

Benchmarks:

- Action Plan from Leadership Retreat with identified priorities
- Documentation of Classroom learning walks with principals

Addresses the following standards:

- Standard I: Instructional Leadership
- Standard IV: Professional Culture

Goal 5: District Improvement Goal

Develop relationships with students, parents, and community members

Key Actions:

- During school visits, observe classrooms with building principal and share conclusions about the level of practice observed for calibration of effective instructional practices
- Establish an ongoing communication process with the overall school community
- Attend PAC, School Council, SEPAC, and/or ELPAC meetings throughout the district

Benchmarks:

- Attendance at PTO, School Council or SEPAC meetings (leadership sessions, regular sessions, etc.)
- Attendance at recommended community events and organization meetings
- Attendance at student organization meetings
- Discussion/feedback sessions for different groups as recommended – to share initial insights and get additional feedback

Addresses the following standards:

- Standard I: Instructional Leadership
- Standard III: Family and Community Engagement
- Standard IV: Professional Culture