**District Goals 2015-16**
Concord Public Schools

**Mission:** Educate all students in becoming independent lifelong learners, creative thinkers, caring citizens, and responsible contributors in a global society.

**Core Values:** Academic Excellence, Empathic and Respectful Community, Educational Equity, Continuous Improvement, Professional Collaboration

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| 1. Increase achievement for all students and narrow the achievement gaps for identified student groups. | ● CMS analyzes summative and formative common assessment data to adjust instruction and/or provide targeted intervention.  
   ● CMS implements RTI in English, and Language Literacy Intervention will be used in grade 6 English.  
   ● CMS implements RTI in math with specialized curriculum and software.  
   ● Current CMS schedule/programs and space are evaluated and redesigned for optimal student learning.  
   ● K5 Grade level teams collaborate with ELA Specialists to integrate social studies/science and ELA units and to develop writing units for 3 genres.  
   ● K5 teachers collaborate with Math Specialists to pilot Everyday Math program.  
   ● K5 Grade level teams monitor student progress by analyzing | ● Grades 6-8 students’ average end of year academic assessments on report cards are 80% or higher.  
   ● K5 students achieve 80% proficiency of critical standards of end-of-year progress reports.  
   ● 90% Grades 5 and 8 score Adv/prof on ELA PARCC.  
   ● 80% Grades 5 and 8 score Adv/Prof on Math PARCC.  
   ● 80% of K8 students participating in RTI services will meet the end of year grade level benchmarks.  
   ● 80% of K8 students participating in special education will meet their IEP goals.  
   ● 80% of ELL students will increase their English proficiency levels by 2 levels.  
   ● By Feb. 2016, CMS will determine optimal schedule and space for Fall 2016. |
| common assessment data to adjust instruction and to provide targeted instruction with RTI groups. |  |  |
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| 2. Provide students with a rigorous and coherent curriculum and high quality instruction that engages all students to develop their curiosity, creativity, critical thinking, and collaborative problem solving skills. | - K8 teachers implement differentiated instruction to challenge students, new curriculum units, interdisciplinary units, and project-based learning.  
- K8 teachers develop new Earth Science curriculum.  
- CMS teachers revise curriculum units for integration and differentiation, and revise instructional practices for High Needs students.  
- CMS implements Digital Literacy Course to increase student’s effective use of Google tools, Inspiration, and Noodle Tools.  
- K5 teachers collaborate with Tech Specialists and Library Media Specialists to reinforce digital citizenship skills and writing skills in a collaborative digital environment.  
- K8 teachers participate on K12 Science, K12 STEM, and K12 Professional Learning Council to develop curricular improvements and provide professional learning opportunities for teachers.  
- K8 teachers participate in 80% of identified High Needs students demonstrate moderate growth in ELA and Math, and achievement gap is reduced.  
- CMS students demonstrate 80% proficiency of end-of-course skills in Digital Literacy.  
- 100% of students in grades 3-5 will successfully complete 2-4 writing pieces in a collaborative digital environment and demonstrate appropriate digital citizenship skills.  
- 100% of students in K-2 will use a variety of software to publish projects.  
- Increased teacher participation in professional learning opportunities for new Science and STEM curriculum units, differentiated instruction for accelerated students, project-based learning, and interdisciplinary units. |
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<th>professional learning on curriculum mapping software to align curriculum units with MA Frameworks.</th>
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| 3. Foster a positive learning environment in which all students become more responsible citizens. | • CMS increases student responsibility and community participation through Student Leaders, Peer Mentors, Peer Tutors, and CMS Stands Together.  
• CMS implements homeroom time for peer mentors and community building.  
• CMS Principal and Assistant Principals increase time in classrooms and collaborating with teachers.  
• CMS adjusts space and student schedules to decrease student transitions and stress.  
• Administer YRBS to students in grades 6-8.  
• K5 teachers collaborate with Mental Health teams to promote calm classrooms, greater self-awareness, and improved self-regulation for students.  
• K5 monthly school-wide celebrations reward positive student behavior and promote community.  
• All K5 staff and students participate in weekly Open Circle meetings.  
• K5 Mental Health teams | • 10% increase CMS student participation in Student Leaders, Peer Mentors, Peer Tutors, and CMS Stands Together.  
• 10% decrease in CMS behavior referrals to Assistant Principals/Principal.  
• Increased CMS teacher satisfaction with CMS school leadership as measured by formal feedback.  
• CMS recommendations for changes in space and schedules.  
• 5% decrease in behavior referrals to principal/mental health team. Increased collaboration and leadership opportunities for K5 teachers as measured by formal feedback |
provide parent education in Open Circle.
- K5 teachers participate in leadership opportunities on grade level teams, curriculum committees, professional learning council, elementary steering committee, and school leadership teams.
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<td>4. Effectively implement the new Educator Evaluation system with a</td>
<td>● Teachers implement DDMs and collect student growth for year 1.</td>
<td>● All five components of the educator evaluation system are implemented.</td>
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<td>focus on continuous improvement in teaching and learning.</td>
<td>● CTA Joint Supervision/Evaluation Committee meets regularly to review the</td>
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<td>process and make recommendations.</td>
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<td>● District Admin. team participates in professional learning to continue to</td>
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<td>improve teacher feedback.</td>
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| 5. Provide students and staff with the resources, materials, and infrastructure to support high quality learning environments. | ● Work with school administration, CPS school Committee, and Concord Finance Committee to develop CPS budget that supports district goals and is within the levy limit.  
● Discuss CPS budget development at each CPS SC meeting to increase public understanding of the budget process.  
● Present preliminary FY17 budget to CPS teachers, CPS SC, and Concord Finance Committee.  
● Develop FY17 budget book and present SC adopted FY17 budget at Public Hearings and Town Meeting.  
● Plan for a facilities study of the Sanborn and Peabody buildings. | ● FY17 CPS budget is approved at Concord Town Meeting.  
● Ongoing facilities study of the Sanborn and Peabody buildings. |
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| 6. Build support, consensus, and community engagement for the district mission, core values, challenges, and accomplishment, and critical decisions using multiple communication strategies. | • Improve CPS school websites to increase access to school information.  
• Continue “Your Voice Matters” to solicit community feedback.  
• Conduct Principal and SC coffees during the school year to both share information and receive feedback.  
• Continue communication to community through school meetings, parent meetings, PTG, district, CPS websites, monthly updates, school newsletters, local media, social media, and the annual performance report. | • Increase community awareness of CPS goals, accomplishments, and challenges as measured by informal and formal feedback. |