

CONCORD PUBLIC SCHOOLS
CONCORD-CARLISLE REGIONAL SCHOOL DISTRICT
120 MERIAM ROAD CONCORD, MA 01742 PHONE: 978.318.1500
www.concordps.org

September 22, 2016

TO: Joint School Committee
FROM: Diana F. Rigby, Superintendent
RE: FY17 Superintendent's Annual Plan

A. PROFESSIONAL PRACTICE GOAL

Standard IV: Promotes success for all students by nurturing and sustaining a culture of reflective practice, high expectations, continuous learning, and professional growth for staff.

Indicator IV-D: Continuous Learning of Staff – Leads all administrators and teams to reflect on the effectiveness of interactions with faculty and students.

Elements IV-F: Consensus Building – Builds consensus within the school district community around critical school decisions, employing a variety of strategies.

Goal: By June 2017, administration will provide multiple opportunities for teacher voice, leadership, and collaboration in building consensus for a shared vision, addressing teacher concerns, and making critical school/district decisions.

Key Actions:

1. Promote a professional culture of collaboration and continuous learning by increasing opportunities for teacher voice in CCHS faculty meetings, Department Chair meetings, Department meetings, CCHS Technology Committee, K12 Science Committee, K12 Social Studies Committee, Time and Learning Committee, Challenge Success Committee, K12 Health Committee, K12 STEAM Committee, K12 Professional Learning Council, K12 Technology Committee, K12 Mindfulness Committee, Concord Fellows, Wellness Committee, K12 Mental Health Committee and K12 Calendar Committee.
2. Meet regularly with administrative team to reflect on and improve leadership practices to promote professional collaboration and student success.
3. Meet monthly with CCCTA leadership to engage in collaborative problem solving and building consensus regarding critical school/district decisions.

4. Lead administration and faculty to improve time for teaching and learning by evaluating daily schedules.
5. Provide effective and helpful support and coaching for the new CCHS principal.
5. Continue to strengthen administrative/ staff relationships by increased visibility in classrooms, personalized communication, and respectful resolution to professional conflicts and concerns.
6. Continue to improve communication and outreach using a variety of tools including social and print media, updated school/district web pages, newsletters, and formal/informal meetings.

Outcome Benchmarks:

1. Teachers report participation in meetings and committees with increased opportunities for their input and building consensus regarding critical decisions related to curriculum, instruction, assessment, technology, professional development, and school-wide programs.
2. Teachers report high agreement with a shared vision for students' academic achievement, personal and social growth, and responsible citizenship. The district's five core values are reflected in the daily work of all employees.
3. The new CCHS principal demonstrates proficiency in Instructional Leadership, Management and Operations, Family and Community Engagement, and Professional Culture.

B. STUDENT LEARNING GOAL

Goal: By June 2017, CCHS students will master critical end of year grade level standards.

Key Actions:

1. Collaboratively analyze summative and formative common assessment data to adjust instruction and/or provide targeted intervention.
2. Departments review underperforming student work on a quarterly basis to implement intervention strategies.
3. Implement school wide intervention plan to support student achievement.
4. Implement systematic, individualized reading/math remedial programs for High Needs students.
5. Review and revise Social Studies and Health curricula to reflect statewide frameworks.
6. Integrate Next Generation Science Standards into science courses.

Outcome Benchmarks:

1. 95% CCHS students earn 2.5 GPA or higher
2. 95% CCHS students score 3-5 on AP exams
3. Median SAT score is 600

4. 100% Competency Determination for Class 2017
5. 95% students score Adv./Prof. MCAS ELA/Math/Science
6. CPI score is 75 or better for each student group in ELA and Math
7. CCRSD will improve DESE classification from Level 2 to Level 1 Accountability Levels.