

**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**

GOALS	ACTIONS	OUTCOMES
<p>1. K-8 students will master critical end of year grade level standards.</p>	<ul style="list-style-type: none"> <li>● CMS analyzes summative and formative common assessment data to adjust instruction and/or provide targeted intervention.</li> <li>● CMS implements RtI in English and math; Language Literacy Intervention will be used in Grades 6&amp;7 ELA and iReady software for math.</li> <li>● Current CMS curriculum units will be revised to include differentiated lessons by skill levels, interest, and/or learning style.</li> <li>● K5 teachers implement the Everyday Math 4 curriculum and participate in ongoing professional development for</li> </ul>	<ul style="list-style-type: none"> <li>● Grades 6-8 students' average final grades are B- or higher.</li> <li>● K5 students achieve 85% proficiency of critical standards on final progress reports.</li> <li>● 85% Grades 5 and 8 score Adv/prof on ELA MCAS.</li> <li>● 85% Grades 5 and 8 score Adv/Prof on Math MCAS.</li> <li>● 80% of K8 students participating in RtI services will meet the end of year grade level benchmarks.</li> <li>● 90% of K8 students participating in special education will meet their IEP goals.</li> <li>● 80% of ELL students will</li> </ul>

	<p>successful implementation.</p> <ul style="list-style-type: none"><li>● K5 Teachers implement the new NGSS-aligned Earth Science curriculum.</li><li>● K5 Grade level teams monitor student progress by analyzing common assessment data to adjust instruction and to provide targeted instruction with RtI groups.</li><li>● Special educators, Reading Specialists, and tutors participate in Leveled Literacy training and implement LLI strategies in RtI.</li><li>● ELL teachers implement a new ELL curriculum aligned with CCSS.</li></ul>	<p>increase their English proficiency levels by 2 levels.</p> <ul style="list-style-type: none"><li>● All K8 student groups will narrow proficiency gaps on the MCAS as measured by the cumulative CPI 75 or higher.</li><li>● All schools and CPS School District will improve DESE classification from Level 2 to Level 1 Accountability Level.</li></ul>
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GOALS	ACTIONS	OUTCOMES
<p>2. K-8 student learning experiences are personalized, engaging, standards-based, and include skills/strategies for high school and citizenship.</p>	<ul style="list-style-type: none"> <li>● K8 teachers implement differentiated instruction, interdisciplinary units, and project-based learning.</li> <li>● CMS Instructional Coaches provide teacher feedback on improving differentiated instruction for High Needs students.</li> <li>● CMS teachers implement Google Classroom to increase students' digital literacy skills.</li> <li>● K5 teachers collaborate with Tech Specialists and Library Media Specialists to reinforce digital citizenship skills and writing skills in a collaborative digital environment.</li> <li>● Elementary ESC develops implementation plan for K5 Spanish.</li> <li>● Elementary ESC and Admin team review daily K5 instructional schedule for improvements.</li> <li>● K8 teachers participate on K12 Science, K12 STEAM, and</li> </ul>	<ul style="list-style-type: none"> <li>● 100% CMS students use Google Apps.</li> <li>● 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.</li> <li>● 100% K8 students will participate in at least one new interdisciplinary, project-based lesson.</li> <li>● 100% of students in K-2 will publish at least one digital project.</li> <li>● Teachers will participate in professional learning opportunities for new Science and STEAM curriculum units, differentiated instruction for accelerated students, project-based learning, and interdisciplinary units.</li> <li>● New, improved instructional schedule that includes Spanish instruction for K5 will</li> </ul>

	<p>K12 Professional Learning Council to develop curricular improvements and provide professional learning opportunities for teachers.</p> <ul style="list-style-type: none"><li>• CMS plans for increasing elective choices with Latin.</li><li>• K12 STEAM committee partners with CEF to develop and implement K8 STEAM/Innovation Lab at Ripley.</li></ul>	<p>be reviewed.</p> <ul style="list-style-type: none"><li>• New Latin elective for CMS students will be offered.</li></ul>
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<p>3. K-8 students feel safe, supported, and respected by peers and adults.</p>	<ul style="list-style-type: none"> <li>● CMS increases student responsibility and community participation through Student Leaders, Peer Mentors, Peer Tutors, and CMS Stands Together.</li> <li>● CMS considers an Advisory Program.</li> <li>● K5 teachers collaborate with K5 Mental Health teams to promote calm classrooms, greater self-awareness, and improved self-regulation for students.</li> <li>● K5 monthly school-wide celebrations reward positive student behavior and promote community.</li> <li>● All K5 staff and students participate in weekly Open Circle meetings.</li> </ul>	<ul style="list-style-type: none"> <li>● 10% increase CMS student participation in Student Leaders, Peer Mentors, Peer Tutors, and CMS Stands Together.</li> <li>● 10% decrease in CMS behavior referrals to Assistant Principals/Principal.</li> <li>● CMS committee makes a recommendation for the Advisory program.</li> <li>● 10% decrease in behavior referrals to K5 principal/mental health team.</li> </ul>

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<p>4. Improve the Supervision and Evaluation process by calibrating the 5-step cycle, increasing rater-reliability, and aligning S&amp;E with student data.</p>	<ul style="list-style-type: none"> <li>● Provide district course in S&amp;E through Concord Fellows.</li> <li>● District Evaluators participate in monthly professional learning to calibrate the cycle, improve inter-rater reliability, and align S&amp;E with student data.</li> </ul>	<ul style="list-style-type: none"> <li>● Provide targeted constructive feedback for all educators as evidenced by educator goal attainment .</li> <li>● Use multiple data sources to evaluate teachers as evidenced by artifact uploads and summative evaluations.</li> </ul>

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<p>5. Provide students and staff with the resources, materials, and infrastructure to support high quality learning environments.</p>	<ul style="list-style-type: none"> <li>● Work with school administration, CPS school Committee, and Concord Finance Committee to develop FY18 CPS budget that supports district goals and is within the levy limit.</li> <li>● Discuss FY18 CPS budget development at each CPS SC meeting to increase public understanding of the budget process.</li> <li>● Present preliminary FY18 budget to CPS teachers, CPS SC, and Concord Finance Committee.</li> <li>● Develop FY18 budget book and present SC adopted FY17 budget at Public Hearings and Town Meeting.</li> <li>● Digitize administrative functions in the Business,</li> </ul>	<ul style="list-style-type: none"> <li>● FY18 CPS budget is approved at Concord Town Meeting.</li> <li>● Complete a feasibility study for CMS facilities.</li> <li>● Reduce by 10% paper, water, gas, electricity in all school buildings.</li> </ul>

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	<p>School, and HR offices.</p> <ul style="list-style-type: none"><li>• Reduce, reuse, and recycle districtwide.</li><li>• Collaborate with CMS Facilities Committee to develop a feasibility study for CMS.</li></ul>	
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GOALS	ACTIONS	OUTCOMES
<p>6. Build support, consensus, and community engagement for the district mission, core values, challenges, and accomplishments, and critical decisions using multiple communication strategies.</p>	<ul style="list-style-type: none"> <li>● Improve parent communication via Aspen Parent Portal.</li> <li>● Continue “Your Voice Matters” to solicit community feedback.</li> <li>● Conduct Principal and SC coffees during the school year to both share information and receive feedback.</li> <li>● 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.</li> </ul>	<ul style="list-style-type: none"> <li>● Parents report improved home-school communication.</li> <li>● Increase community awareness of CPS goals, accomplishments, and challenges as measured by informal and formal feedback.</li> </ul>