

**CONCORD PUBLIC SCHOOLS**  
**CONCORD-CARLISLE REGIONAL SCHOOL DISTRICT**  
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[www.concordps.org](http://www.concordps.org)

September 13, 2016

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

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**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 K8 faculty meetings, K5 grade level teams, K5 school leadership teams, CMS teaching and learning team, CMS House Leaders, Elementary Steering Committee, K12 Science Committee, K12 STEAM Committee, K12 Professional Learning Council, K12 Technology Committee, K12 Mindfulness Committee, K8 Compensation for Other Services Provided Committee, Concord Fellows, 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 CTA leadership to engage in collaborative problem solving and building consensus regarding critical school/district decisions.
4. Lead elementary administration and faculty to improve time for teaching and learning by evaluating daily schedules.

5. Provide effective and helpful support and coaching for the interim CMS 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 interim CMS principal demonstrates proficiency in Instructional Leadership, Management and Operations, Family and Community Engagement, and Professional Culture.

## **B. STUDENT LEARNING GOAL**

Goal: K-8 students will master critical end of year grade level standards.

Key Actions:

1. CMS analyzes summative and formative common assessment data to adjust instruction and/or provide targeted intervention.
2. CMS implements RtI in English and math; Language Literacy Intervention will be used for ELA and iReady software for math.
3. Current CMS curriculum units will be revised to include differentiated lessons by skill levels, interest, and/or learning style.
4. CMS Science teachers pilot new digital science curriculum.
5. K5 teachers implement the Everyday Math 4 curriculum and participate in ongoing professional development for successful implementation.
6. K5 Teachers implement the new NGSS-aligned Earth Science curriculum.
7. K5 Grade level teams monitor student progress by analyzing common assessment data to adjust instruction and to provide targeted instruction with RTI groups.
8. K5 teachers develop units that integrate ELA/Science/Social Studies.
9. All special educators, reading teachers, and tutors participate in Leveled

Literacy training and implement LLI strategies in RtI.  
10.ELL teachers implement a new ELL curriculum aligned with CCSS.

Outcome Benchmarks:

1. Grades 6-8 students' average end of year grades are B- or higher.
2. K5 students achieve 85% proficiency of critical standards on end-of-year progress reports.
3. 85% Grades 5 and 8 score Adv/prof on ELA MCAS 2.0.
4. 85% Grades 5 and 8 score Adv/Prof on Math MCAS 2.0.
5. 80% of K8 students participating in RTI services will meet the end of year grade level benchmarks.
6. 80% of K8 students participating in special education will master their IEP goals.
7. 80% of ELL students will increase their English proficiency levels by 2 levels.
8. All K8 student groups will narrow proficiency gap on the PARCC as measured by the cumulative PPI 75 or higher.
9. All schools and CPS School District will improve DESE classification from Level 2 to Level 1 Accountability Level.

**C. DISTRICT IMPROVEMENT GOALS (see attached)**