

**CONCORD PUBLIC SCHOOLS**

CONCORD-CARLISLE REGIONAL SCHOOL DISTRICT

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June 14, 2016

TO: CPS School Committee  
FROM: Diana F. Rigby, Superintendent  
Re: FY16 Goals Report

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**A. PROFESSIONAL PRACTICE GOAL**

**GOAL: By June 2016, administration will provide multiple opportunities for teacher voice, leadership, and collaboration in addressing teacher concerns and making critical school/district decisions.**

**Key Actions and Progress:**

**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, Elementary Math Committee, K8 Supervision and Evaluation Committee, School Advisory Council, CMS Configuration Committee, K12 Science Committee, K12 STEM Committee, K12 Professional Learning Council, K12 Technology Committee, K12 Mental Health Committee, and K12 Calendar Committee.**

- Collected faculty feedback during monthly faculty meetings on meeting planning and agendas, school improvement efforts, Google training, professional learning, elementary math pilot, science curriculum review, Mylearningplan, and CMS configuration committee.
- Teachers regularly presented and shared new curriculum units and instructional strategies at faculty meetings.
- K5 Grade level teams met regularly to monitor student progress and to adjust curriculum and instruction for improved student learning.
- K5 School Leadership teams met monthly to address school wide improvement efforts and teacher/student concerns.
- CMS Teaching and Learning team met regularly to monitor student progress, discuss curriculum and instruction, and review the recommendations from the configuration committee.
- CMS House Leaders facilitated grade level teams to coordinate house huddles and promote community building.

- Elementary Steering Committee met regularly to discuss math pilot, integrated technology, new Science Standards, and establishing a Professional Learning Council.
- Elementary Math Committee reviewed and piloted new math curriculum.
- Teachers participated on the School Advisory Council to review the school improvement actions and progress.
- CMS Configuration Committee met 8x to determine space configuration and new schedule for 2016-17.
- CPS teachers participated in technology trainings for Google Apps, Gmail, WordPress, and Atlas Curriculum Mapping software.
- CMS teachers participated in Professional Learning Communities on 10 topics ranging from “Mindfulness for Teachers to Student Advisory”.
- The K12 Science Committee met monthly to review the Next Generation Science Standards and discuss curriculum changes within a three-year plan.
- The K12 STEM Committee worked with Dr. Mia Dubosarsky, WPI to develop and implement a strategic plan for STEM/STEAM education K12.
- The K12 Professional Council met monthly to develop a teacher professional learning academy, Concord Fellows Program” to provide 50 hours of professional learning over two years for newly hired teachers as well as mentoring opportunities for skillful veteran CPS and CCRSD teachers to share their expertise.
- K12 Mental Health met regularly to discuss and plan activities to reduce student stress through mindfulness workshops, Health week, peer mentoring, and initiated a grant for “Challenge Success”.
- K12 Technology Committee met regularly to discuss the transition to Google platform, new websites, Google Classroom, new software for integrating technology in classrooms, professional learning for teachers, and the Digital Literacy Administrator position.
- K12 Calendar Committee met to discuss 2016-17 calendar and make recommendations to the School Committee.
- More than 150 K12 teachers will participate in teacher-designed summer work projects.
- CPS conducted open negotiations with CTA to successfully negotiate successor contracts for 2015-16 and 2016-2019.
- Teacher feedback indicates high satisfaction with school, “My school is a good place to work and learn”. Alcott 96% Agree; Thoreau 100% Agree; Willard 98% Agree, and CMS 91.7% Agree.

**2. Meet regularly with the administrative team to reflect on and improve leadership practices to promote professional collaboration and student success.**

- The administrative team met 2x month to discuss student progress, improved curriculum and instructional practices, differentiated

instruction, formative/summative assessments, project-based learning, student mental health issues, high needs students, staffing, program improvement efforts, integrated technology, innovative practices, homework and student stress, and supervision and evaluation.

- The administrative team worked with a consultant to improve teacher feedback and evaluation practices.
- The administrative team participated in job-embedded professional learning and conferences to improve leadership practices.
- Director of Teaching and Learning, Elementary Principals, and Math Specialists attended the National Council of Teachers of Mathematics Conference to learn best practices to implement Everyday Math 4.

**3. Meet monthly with the CTA leadership to engage in collaborative problem solving and building consensus regarding critical school/district decisions.**

- During the monthly CTA/Admin. meetings the following items were discussed: IT transition from First Class to Google platform, Calendar Committee, Evaluation, CMS department Chairs and instructional coaching, FY17 budget, technology, vacancies professional development, teacher orientation, and grievance resolution.

**4. Lead CMS administration and faculty to improve time for teaching and learning by researching programs and space, and recommending revisions for FY17 school year.**

- CMS Configuration committee met 8x to discuss and determine space configuration and new schedule for 2016-17.
- CMS Configuration Committee presented recommendations to maintain current space configuration and revise school schedule to increase academic time at the January SC meeting.
- School schedules were distributed in May for 7<sup>th</sup> and 8<sup>th</sup> graders, in June for new 6<sup>th</sup> graders.
- Academic classes will meet daily to provide additional instructional time and all students will participate in their chosen electives.
- Course assignments and staffing were completed in May.

**5. Continue to improve communication and outreach using a variety of tools including social and print media, updated school/district webpages, newsletters, and formal/informal meetings.**

- Implemented new district and school websites with current news and calendar.
- Conducted Principal and SC coffees during the year to share information and solicit community input.

- Met with PTG Presidents on a monthly basis.
- Met regularly with committees, concerned parents, and interested citizens to discuss educational issues and concerns.
- Visited CPS classrooms on a weekly basis.
- Attended weekly CPS events to support students/teachers and interact with parents and community members.
- Published and posted monthly Superintendent reports and updates.
- Published regular School Committee updates in Concord Journal and on the district website.
- Published budget book to distribute at Town Meeting and 2016 Performance Report to distribute to every community household.
- Responded to community input on “Your Voice Matters”.
- Tweeted daily to more than 600 Twitter followers.

## **B. STUDENT LEARNING GOAL**

**GOAL: Increase achievement for all students and narrow the achievement gaps for identified student groups.**

### **Key Actions and Progress:**

1. CMS Principal reports at least 87% of students are meeting benchmark (B-) in all subjects and at all grades.
2. CMS High Needs Students – 80% SPED students scored 80% or higher on summative assessments in ELA and 68% SPED students scored 80% or higher in Math.
3. Five CMS teachers completed training in Leveled Literacy Initiative and implemented the program in Grade 6.
4. *Study Island* and *iReady* are included in the math intervention program for CMS special education students.
5. CMS math teachers have participated in four professional learning sessions on Differentiated Instruction and have implemented new DI strategies to increase student learning.
6. CMS Math Dept. Chair collaborated with CCHS Math Dept. Chair to develop a portfolio of rigorous extension tasks for advanced math students.
7. Each grade level used an AP day to review their math curriculum units to identify extension tasks for advanced math students.
8. CMS Department Chairs participated in professional learning in Instructional Coaching to support teachers working with high needs students.
9. CMS Configuration Committee researched and developed a 6-day, 7 period master schedule with daily academic classes to improve student learning. Space reconfiguration was not recommended at this time due to increased enrollment for next year.
10. At Thoreau, 97% Grade 5 students met ELA benchmarks and 90% met Math benchmarks, Alcott 90% Grade 5 students met ELA benchmarks and 89% met Math benchmarks, and at Willard, it is

expected that more than 80% Grade 5 students will meet both ELA and Math benchmarks (assessment is in progress).

11. At Thoreau, 70% High Needs Grade 5 met ELA benchmarks and 71% met Math benchmarks, Alcott 68% High Needs Grade 5 students met ELA benchmarks and 73% met Math benchmarks, and at Willard assessment is in progress.
12. K5 grade level teams collaborated with ELA, Science, and Social Studies Curriculum Specialists to design integrated units of social studies and science with informational and persuasive writing assignments.
13. Elementary teachers collaborated with math specialists to pilot the new math curriculum.
14. K5 Grade Level Teams monitored student progress by analyzing common assessments in Math/ELA to adjust instruction and to provide targeted intervention (RtI) for High Needs Students.
15. Elementary teachers participated in Leveled Literacy Intervention program and implemented targeted reading strategies for Tier 2 intervention.
16. Boston K students received an integrated enrichment program at the Umbrella on Tuesday afternoons and with K teachers on Thursday afternoons.
17. Targeted instruction in ELA and math was provided for more than 200 K8 students in summer 2015.

### **C. DISTRICT IMPROVEMENT GOALS**

**GOAL: 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.**

#### **Key Actions and Progress:**

1. CMS students participated in 2x/6 day cycle Digital Literacy course to increase their use of Google tools, Inspiration, and NoodleTools.
2. CMS students and teachers implemented Google Classroom in their 1:1 learning environment.
3. CMS students participated in integrated science and ELA study units.
4. Grade 6 CMS students completed an interdisciplinary science and art research project.
5. CMS students participated in Journalism and Project Engineering electives.
6. Elementary students in grades 3-5 have successfully completed several writing pieces in a collaborative digital environment.
7. Elementary students participated in a digital citizenship program taught by the Library/Media and Technology Specialists.
8. Elementary students participated in STEM challenge activities.

9. Elementary students in grades 2-5 engaged in collaborative research tasks such as creating musical instruments with recycle materials, wiring dollhouses, a simulation activity during the Immigration unit, and studying African Americans and Abolitionists in Concord.
10. Elementary students participated in newly developed Earth Science lessons.
11. K8 teachers collaborated to develop new curriculum in Science on the K12 Science and STEM Committees, and to provide professional learning opportunities for teachers on the Professional Learning Council.

**GOAL: Foster a positive learning environment in which all students become more responsible citizens.**

**Key Actions and Progress:**

1. At CMS, student leaders, peer mentors, and CMS Stands Together have worked to increase student responsibility and participation.
2. Grade 7 students took on the *Iron Giraffe Challenge* to raise funds for "Water for Sudan", including hosting a school wide dance.
3. Grade 8 students led various school community building activities including constructing an origami quilt, turkey trot, and trivia contest for fund raising for non profit organizations.
4. At CMS, House Huddles have been reinstated, and included team building tasks.
5. At CMS, peer tutoring was conducted during supplemental blocks.
6. CMS student leaders attended IDEAS conference to learn about diversity issues and activities.
7. K5 teachers collaborated with Mental Health teams to promote calm classrooms, greater self-awareness and improved self-regulation for students.
8. Open Circle Program, Bully proofing curriculum, and Mindfulness activities were implemented in all K5 classrooms.
9. K5 monthly school wide celebrations rewarded positive student behavior and promoted community.
10. Elementary students participated in a variety of successful community service projects.

**GOAL: Effectively implement the new Educator Evaluation system with a focus on continuous improvement in teaching and learning.**

**Key Actions and Progress:**

1. K8 teachers collected student growth data for District-Determined Measures.
2. K8 teachers completed the Self-Assessment and Goal-Setting steps in the evaluation cycle.

3. CMS Department Chairs participated in Instructional Coaching training and worked with a consultant to implement a coaching model in the academic subjects.
4. District Administration participated in professional learning to improve teacher feedback during the evaluation process.
5. Two CPS teachers who were rated overall as "Needs Improvement" were provided specific supports and professional development to improve to "Proficient".

**GOAL: Develop FY17 budget to support educational excellence and enrollment growth while maintaining fiscal sustainability.**

**Key Actions and Progress:**

1. Worked with School Administration, School Committee, and Concord Finance Committee to develop FY2017 operating budget for \$35,660,111, or 3.23% higher than this year's operating budget.
2. FY17 Budget was adopted by SC in December and met Concord Finance Committee guidelines.
3. The FY17 Budget Book was published and the adopted budget was presented at the Public Hearing in February.
4. Concord Town Meeting in April approved the 2017 CPS Operating Budget, \$35,660,111 and CPS Renovations Budget, \$700,000.

**GOAL: Build support, consensus, and community engagement for the district mission, core values, challenges, and accomplishments, and critical decisions using multiple communication strategies.**

**Key Actions and Progress:**

1. Implemented new district and school websites with current news and information.
2. Conducted Principal and SC coffees during the year to share information and solicit community input.
3. Met with PTG Presidents on a monthly basis.
4. Met regularly with committees, concerned parents, and interested citizens to discuss educational issues and concerns.
5. Visited CPS classrooms on a weekly basis.
6. Attended weekly CPS events to support students/teachers and interact with parents and community members.
7. Published and posted monthly Superintendent reports and updates.
8. Published regular School Committee updates in Concord Journal and on the district website.
9. Published budget book to distribute at Town Meeting and 2016 Performance Report to distribute to every community household.
10. Responded to community input on "Your Voice Matters".
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