

CONCORD PUBLIC SCHOOLS

CONCORD-CARLISLE REGIONAL SCHOOL DISTRICT

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June 13, 2017

TO: CPS School Committee

FROM: Diana F. Rigby, Superintendent

Re: FY17 Goals Report

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 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, 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.

- Collected faculty feedback during monthly faculty meetings on meeting planning and agendas, school improvement efforts, Google Classroom

training, professional learning, new elementary math program, new CMS schedule, elementary Spanish program, and the STEAM lab.

- 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.
- Willard faculty participated in the selection process of their new principal.
- Elementary Steering Committee met regularly to discuss the new math program, elementary Spanish program, Concord Fellows professional learning opportunities, and to develop a shared vision of "student learning".
- K8 teacher leaders provided professional learning for colleagues in the Concord Fellows program.
- K8 teachers participated on the School Advisory Council to review the school improvement efforts and student progress.
- CMS Teaching and Learning team met regularly to monitor student progress, discuss curriculum and instruction, common assessments and to develop a shared vision of student learning.
- CMS House Leaders facilitated grade level teams to coordinate house huddles and promote community building.
- CMS Science Department piloted new Science curriculum, evaluated the student progress, and researched more options for a different Science Curriculum for FY17-18.
- CMS teachers participated in Professional Learning Communities on a variety of topics including Student Advisory Programs which has been recommended to pilot for FY18 and Faculty Allies PLC which provided professional development in diversity issues with Anti-Defamation League.
- CMS faculty participated in the selection process of their new principal.
- The K12 Science Committee met monthly to review the Next Generation Science Standards and discuss curriculum changes within a three-year plan.
- K12 STEAM Committee met monthly to develop the elementary STEAM lab.
- K12 Professional Council met monthly to review the teacher professional learning academy, "Concord Fellows Program" which provides 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, and peer mentoring. They secured professional development for classroom teachers on “Mental illness in the classroom “.
- K12 Technology Committee met regularly to discuss Google Classroom, new software for integrating technology in classrooms, professional learning for teachers ,and Mass. Personalized Learning EdTECH Consortium.
- K8 Compensation for Other Services Provided Committee met several times to discuss teacher stipends.
- K12 Calendar Committee met to discuss 2017-18 calendar and made recommendations to the School Committee.
- More than 150 K12 teachers participated in teacher-designed summer work projects.

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, new math program, elementary Spanish program , CMS Latin program, STEAM lab, 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, formative and summative evaluations, and supervision practices.
- The administrative team participated in job-embedded professional learning and conferences to improve leadership practices.

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: Calendar Committee, Evaluation, CMS Social Studies Dept. Chair responsibilities, FY18 budget, integrated technology, vacancies, professional development, teacher orientation, and grievance resolution.

4. Lead elementary administration and faculty to improve time for teaching and learning by evaluating daily schedules.

- Director of Teaching and Learning met regularly with ESC to review daily elementary schedules to determine the new schedule for the Spanish program.

5. Provide effective and helpful support and coaching for the interim CMS Principal.

- Met weekly with interim CMS Principal to develop his proficiency in instructional leadership, management and operations, family and community engagement, and professional culture. The Director of Teaching and Learning met regularly with the interim CMS Principal to provide coaching and support.

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 SC Reports.
- Published regular School Committee updates in Concord Journal and on the district website.
- Published CPS FY18 budget book to distribute at Town Meeting and 2017 Performance Report to distribute to every community household. Responded to community input on "Your Voice Matters".
- Tweeted updates daily to more than 775 Twitter followers.

B. STUDENT LEARNING GOAL

GOAL: K8 students will master critical end of year grade level standards.

Key Actions and Progress:

- CMS Principal reports at least 89% of students are meeting benchmark (B-) in all subjects and at all grades.
- CMS High Needs Students – 88% SPED students scored 80% or higher on summative assessments in ELA and 57% SPED students scored 80% or higher in Math.
- CMS SPED students met 90% IEP goals.
- *iReady* was implemented in the math intervention program for CMS special education students and 70% of the students earned B- or higher.
- CMS Department Chairs participated in professional learning in Instructional Coaching to support teachers working with high needs students.
- At Thoreau, 92% Grade 5 students met ELA benchmarks and 94% met Math benchmarks, Alcott 82% Grade 5 students met ELA benchmarks and 93% met Math benchmarks, and at Willard, 96% Grade 5 students met ELA benchmarks and 94% met Math benchmarks.
- At Thoreau, 80% High Needs Grade 5 met ELA benchmarks and 85% met Math benchmarks, Alcott 43% High Needs Grade 5 students met ELA benchmarks and 63% met Math benchmarks, and at Willard 50% High Needs Grade 5 students met ELA benchmark and 93% met Math benchmarks.
- K5 teachers implemented the Math 4 curriculum and new Earth Science units.
- 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.
- 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.
- Elementary teachers participated in Leveled Literacy Intervention program and implemented targeted reading strategies for Tier 2 intervention.
- ELL teachers implemented a new ELL curriculum aligned with CCSS.
- Boston K students received an integrated enrichment program at the Umbrella on Tuesday afternoons and with K teachers on Thursday afternoons.
- Targeted instruction in ELA and math was provided for more than 200 K8 students in summer 2016.

C. DISTRICT IMPROVEMENT GOALS

GOAL: K8 student learning experiences are personalized, engaging, standards-based, and include skills/strategies for citizenship and high school.

Key Actions and Progress:

- 100% CMS students and teachers implemented Google Classroom and Google Apps.
- CMS students participated in integrated science, art, English, and social studies units.
- Grade 6 CMS students completed an interdisciplinary science and art research project.
- CMS students participated in Pottery, Digital Literacy/Coding and Project Engineering electives.
- CMS will implement Latin elective in 2017-18.
- Elementary Spanish program will be implemented in 2017-18.
- Elementary students in grades 3-5 successfully completed several writing pieces in a collaborative digital environment.
- Elementary students participated in a digital citizenship program taught by the Library/Media and Technology Specialists.
- Elementary students participated in STEAM challenge activities.
- 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.
- Elementary students participated in newly developed Earth Science lessons.
- At each K8 site, "green teams" were formed to support sustainable efforts and to present at the Cooler Concord Fair.
- K8 teachers collaborated to develop new curriculum in Science and the Elementary STEAM lab on the K12 Science and STEAM Committees, and to provide professional learning opportunities for teachers on the Professional Learning Council.

GOAL: K8 students feel safe, supported, and respected by peers and adults.

Key Actions and Progress

- At CMS, student leaders, peer mentors, and CMS Stands Together have worked to increase student responsibility and participation.
- CMS student leaders attended the ADL's Youth Congress to plan for antidiscrimination activities in 2017-18.
- METCO students won the Tenacity Challenge 2017 and built the #we challenge campaign to eliminate discrimination at CMS.

- CMS implemented #don't assume campaign to eliminate stereotyping.
- CMS students participated in Tolerance and ADL assemblies.
- CMS Green Team presented at the Cooler Concord Fair.
- CMS implemented #you are welcome campaign to build community.
- CMS House Huddles provided team building activities.
- CMS PLC recommended Advisory program implementation for 2017-18.
- All elementary students participated in Open Circle, Bully Proofing, and Mindfulness activities in their classrooms.
- All elementary students participated in community service projects.
- All elementary students participated in monthly school wide assemblies to celebrate positive student behavior and school community spirit.
- All elementary schools formed "Green Teams" to support sustainability and to present at Cooler Concord Fair.
- Many elementary students participated in the Teen Buddy program and lunch groups facilitated by the school psychologists and school counselors.
- K5 teachers collaborated with the Mental Health teams to promote calm classrooms, greater self-awareness, and improved self-regulation for students.

GOAL: Improve the Supervision and Evaluation process by calibrating the 5-step cycle, increasing rater-reliability, and aligning S&E with student data.

Key Actions and Progress:

- K8 teachers participated in the district S&E course through Concord Fellows.
- K8 teachers completed the Self-Assessment and Goal-Setting steps in the evaluation cycle.
- CMS Department Chairs participated in professional learning to improve teacher coaching.
- District Administration participated in monthly professional learning to calibrate the cycle, improve inter-rater reliability, and to improve formative/summative evaluations.
- One CPS teacher who was rated overall as "Needs Improvement" was provided specific supports and professional learning to improve to "Proficient" overall.

GOAL: Provide students and staff with the resources, materials, and infrastructure to support high quality learning environments.

Key Actions and Progress:

- Worked with School Administration, School Committee, and Concord Finance Committee to develop FY 2018 operating budget for \$36,810,111, or 3.22%

higher than this year's operating budget and included Spanish Language program for elementary and Latin elective for CMS.

- FY18 Budget was adopted by SC in December and met the Concord Fin Com guideline.
- The FY18 CPS Budget Book was published in January and the adopted budget was presented at the Public Hearing in February.
- Concord town Meeting in April 2017 approved the 2018 CPS Operating Budget, \$36,810,111 and the 2018 CPS Renovations Budget, \$850,000.
- CMS Facilities Study Committee meet regularly to hire architect firm to develop the CMS Facility Study for June 2017 presentation to SC and to submit SOI to MSBA in April 2017.

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:

- 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 SC Reports.
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