

September 2022

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Concord-Carlisle Regional School District

Superintendent's Goals 2022-2023

Student Learning Goals

In conjunction with the Interim Director of Student Services, establish district goals toward inclusion, research-based, and intense services and establish a strategic leadership structure for an incoming permanent director. (Standard IA-C, E and Strategic Objective I)	
-Establish definition of inclusion and needed professional development	
-Review intensive programming for placement processes, student needs, enrollment, and professional development	
-Continue to collaborate with SEPAC	
-Review student data for results of research-based reading practices	
-Hire an Assistant and Permanent Director of Student Services	

In collaboration with the Assistant Superintendent of Teaching and Learning, Interim Director of Student Services, and building principals, implement and monitor MTSS system at all levels. (Standard IA-C, E and Strategic Objective I)	
-Provide training to staff via staff meetings	
-Support the implementation of academic screeners and targeted instructional tools	
-Review data and research-based practices to serve identified students	
-Review and apply Massachusetts Dyslexia Guidelines	
-Implement consistent processes and instructional practices vertically and horizontally	

In collaboration with the Assistant Superintendent of Teaching and Learning and building principals, prioritize formal programs focused on student well-being. (Standard I, Strategic Objective II)	
-Reset Challenge Success work at CMS and CCHS	
-Review YRBS 2022 data and determine need for additional surveys	
-Support implementation of Fly Five and Responsive Classroom pilot K-5	
-Message to staff, students and community a focus on relationships, connection, and well-being	

Professional Practice Goals

Develop and implement communication strategies to inform community of strategic initiatives and objectives and positive events and activities. (Strategic Objectives I-IV, Standard IIIC, IIID, IVC)	
-Further use of social media to highlight events and celebrate students, staff and community	
-Create and distribute Back to School newsletter	
-Communicate with families at least weekly through new email format; Attendance family and student events	
-Gather ongoing feedback including through surveys of staff, parents, and students	
-Hold monthly virtual superintendent coffees	

To foster a learning culture focused on student engagement and meeting the diverse needs of students (Strategic Initiative I,II, Standard IIA, Standard IB, IIA, IIIA)	
-Support common district evaluation goals regarding 3 identified standards (IB2, IIA2, IIA3)	
-Foster creative and innovative learning environment through classroom pedagogy and special programs (i.e. STEAM Lab, Rivers)	
-Focus leadership meetings on teaching and learning	
-Visit classrooms weekly	

District Improvement Goals

Develop and implement a budget process focused on district priorities and objectives in conjunction with the Assistant Superintendent of Finance and Operations (Standard IIE)	
-Communicate with new officials in both communities as to budget development and ongoing impacts to local budgets	

-Monitor state messages regarding FY24 and beyond with focus on sustainable use of ESSER funds	
-Support the new Assistant Superintendent of Finance and Operations in budget development process	
-Ensure budget reflects needs in DEI, mental health, academics	

In conjunction with the Director of Diversity, Equity, Inclusion, and Belonging, further the work in anti-racist and equity practices to create environment that is inclusive, equitability and fosters belonging of all students. (Strategic Initiative III, Standard IVB)	
-Ensure a safe space of discussions by students, parents, staff, and community through forums, committees, and other mediums	
-Support DEIB Director's Strategic Plan	
-Serve on and lead MASS DEI Committees	
-Support the implementation of identified METCO improvements including Advisory Group meetings, School Committee representatives and building based objectives	

Further the work of the Concord Middle School Building Project through the remainder of design development and into construction while preparing for instructional use of a new school. (Strategic Initiative IV, Standard 1E, IIA)	
-Attend all CMSBC meetings to complete DD and then during construction	
-Respond to all requests of the design team and OPM in a timely way to ensure progress of project	
-Collaborate with CMS Principal to ensure CMS is a safe and productive learning environment for all students during construction	
-Communicate progress with staff, parents, and community at large through meetings, forums, emails, and social media	

Lead the districts through a process to renew the 2018-2023 Strategic Plan (Standards 1, III, IV)	
-Establish schedule and teams to review 2018-2023 strategic plan	
-Lead process to gather inclusive community data into 2023-2028 objectives	
-Consult with Planning for Success consultant	
-Through data gathered during the process, create collaborative district goals for the next five years	