SCHOOL COMMITTEE PROFESSIONAL PRACTICE GOALS

Communications

The School Committee will improve internal and external communications through refinement of processes to ensure we are operating in good faith with one another and our constituents.

Action Steps

- Develop new communication channels to share the business of the committee with the communities we represent
    - Post and host consistent schedule of community coffees
        - Proactive invitations to school committee coffees
            - PTGS – building based, METCO
            - Community Groups
- Double school committee distribution list subscribers
    - Leverage superintendent's distribution list and social media
    - Periodic (quarterly) School Committee updates included in the Superintendent's Message
    - Increase outreach to community groups and invite to subscriber lists
        - QR code at school and community events
    - Review other school committees' actions and procedures to aggregate best practices vis a vis information sharing – both internal and external
        - External Committee reports
        - Meet with nearby school districts to discuss best practices vis a vis communications, potentially MASC facilitated
- Review, finalize and commit to protocols and practices
- Use facilitator Rob Evans to analyze our progress with respect to our internal communications and make recommendations

Budget

The Joint School Committees will establish common knowledge of budget procedure as it relates to School Committee responsibilities.

Action Steps

- Schedule Budget Workshop with MASC (early November) to ensure alignment of our practices with MGL requirements and MASC best practices
- Schedule Budget Workshop with Assistant Superintendent Bob Conry (late November) to review his methodology as it relates to budget preparations and presentations
    - Develop understanding of Finance Committee's guideline and process

SCHOOL COMMITTEE STUDENT CENTRIC GOALS

Student Success and Wellbeing

The Joint School Committees will evaluate available metrics on student success and wellbeing to ensure both our policies and spending are successfully meeting students where they are and helping them get to where they need to be.

Action Steps

- Stay informed on district's student success initiatives
    - Schedule presentations with relevant administrators on initiatives within the schools that focus on new and innovative ways we're supporting the success of students, in both traditional and non-traditional ways
        - Social Emotional presentations and associated metrics
            - New Curriculums, including Responsive Classroom and Fly Five
            - Care Solace
            - PEAR Data (CMS and CCHS)
            - DESSA Pilot (K-12)
            - Youth Risk Behavior Survey
        - Academic presentations and associated metrics
            - Federal and State
            - STAR 360
                - Dyslexia and General Reading / Math
            - MCAS Data
            - Elementary: Reading BAS and TC (Teachers College)
            - K-6 - Math Assessments from Everyday Math
            - CCHS: SAT/ACT
            - ACCESS
            - AP exam data
            - Grades (CMS and CCHS)
            - IEP progress reports
- Cross reference with FY24 Budget to ensure that appropriate resources are allocated to ensure success of initiatives
- Identify and update policies that intersect with ways in which the district supports student success
- Proactively communicate with community at large on student success and wellbeing initiatives and outcomes
- Host Community Forum on TBD topic

DEIB

The Joint School Committees will work to ensure district budgetary allocations and policies are in line with our shared commitment for an equitable, inclusive and anti-racist future in Concord and Concord-Carlisle schools.

Action Steps

- Stay informed on district's DEIB initiatives
    - Schedule presentations with Director of DEIB on strategic plan and associated initiatives
        - Professional Development
            - Number of teachers participating and completing DEIB PD track
        - Hiring and Retention of Teachers
            - Applicant pool trends, annual recruitment and hiring data by race/ethnicity, staff surveys
        - Restorative Justice discipline
            - Codify RJ as policy if successful
        - Student Achievement
            - MCAS, SAT, STAR, AP classes, post-secondary outcomes
        - METCO Ecosystem: Enrollment and Retention
- Cross reference with FY24 Budget to ensure that appropriate resources are allocated to ensure success of initiatives
- Identify and update policies that intersect with DEIB
- Proactively communicate with community at large on DEIB initiatives and incidents