

# **Sharon Public School Committee and Superintendent 24 Month District Improvement Plan and Goals (January 1, 2010-December 31, 2011) A Summary**

**Who** = Who is responsible. Please note that since School Committee votes on the school budget, any objective involving new money is their responsibility as well as that of the Administration.

**\$** = Y(es) or N(o) depending on whether or not additional money is needed to complete that particular objective. (All objectives require funding as staff is involved.)

**Status as of 5/10** = 0 -Not Done; 1 -Begun; 2 -In Progress;  
3 -Complete; 4 -Continue into next cycle; 5 -Consider dropping this goal.

## **MISSION STATEMENT**

The Sharon Public Schools, in partnership with the community, has as its mission the responsibility to prepare students to live in a rapidly changing society. Together, we will provide an environment that maximizes a student's academic, artistic, social, emotional, and physical development. This atmosphere will encourage each individual to develop the skills and sensitivity for living effectively and responsibly.

In order to achieve this mission, the Sharon Public Schools will:

- ✓ Provide students with relevant and diverse academic learning opportunities
- ✓ Encourage lifelong learning skills, including self-directed learning
- ✓ Equip students with 21<sup>st</sup> century skills, including the ability to communicate, process information, think critically, solve problems, lead, and collaborate with others. Students will learn to be media literate, creative, globally aware, and culturally competent.
- ✓ Help students achieve their highest potential

In order to fulfill this mission, School Administrators and the School Committee will work to accomplish the following specific goals:

### **I. Educational/Instructional Leadership**

- ✓ Standards
- ✓ Assessments
- ✓ Technology
- ✓ Program Enhancement, Evaluation, and Expansion
- ✓ Professional Development
- ✓ Special Education

### **II. Financial Management**

### **III. General Management**

### **IV. Facilities**

### **V. Stakeholder Relations**

# I. Educational / Instructional Leadership

## Standards

<b>Objective</b>	<b>Who</b>	<b>\$</b>	<b>Status</b>
Revise Learning Standards to 1) maintain a common format, following the Understanding by Design <sup>1</sup> model and 2) begin to align with new Massachusetts standards.	Admin	N	2
Examine the use of homework and how it contributes to the learning process in terms of relevance, quality, quantity, and differentiated teaching.	Admin & SC	N	2
Engage faculty and administrators in dialogue about grading practices, evaluation standards and rubrics for the purpose of creating more continuity among departments, subject areas, or grades. Publish agreements for clarity for students, parents, and school personnel.	Admin	N	1-2

(1) G.P. Wiggins & J. McTighe, Understanding by Design, 2<sup>nd</sup> ed., Association for Supervision & Curriculum Development (2005). Presents a template for designing curriculum documents.

## Assessments

<b>Objective</b>	<b>Who</b>	<b>\$</b>	<b>Status</b>
Incorporate assessments that are close enough to the time of instruction so staff can use the generated data to inform future instruction (formative assessments). These assessments may range from quick daily checks of student understanding to more formal assessments such as the use of writing prompts or presentation projects that require students to demonstrate mastery of 21 <sup>st</sup> century skills.	Admin	N	2
Continue to develop "standard" summative assessments within disciplines and major subject areas.	Admin	N	1
Identify district assessments (both formative and summative) and evaluate their purpose, their ability to provide useful information to students and teachers, and their ability to complement state testing data in an effort to create a more holistic view of student achievement.	Admin	N	2
Establish a district database in which both formative and summative data may be tracked and made available to classroom teachers and administrators for the purpose of informing programmatic and instructional decisions.	Admin		1
Evaluate necessity of mid-year exams.	Admin		2

## Program Enhancement, Evaluation, and Expansion

<b>Objective</b>	<b>Who</b>	<b>\$</b>	<b>Status</b>
Expand SHS Arts Program, i.e. orchestral music, marching band, and dance team.	Admin & SC	Y	2
Establish Improved RTI <sup>2</sup> . Establish systems of regular interventions for students who are not learning as expected including interventions in classrooms for students who are failing or doing below average work. Consider Extended Learning Time (ELT) during non-standard school hours as an intervention.	Admin & SC	Y	0-1
Establish a sequence of program assessments as part of a long-range plan for program definition and evaluation. (This creates a schedule of program reviews e.g., technology, special needs, curricular, etc. and belongs as part of the curriculum review process.)	Admin	N	3-4

2. Response to Intervention (RTI) is a relatively new paradigm for intervening in the education of struggling students, before a student is identified as being in need of special-education services. Data on the effectiveness of any intervention is examined in order to ensure the best response to it. See, for example, [www.rti4success.org](http://www.rti4success.org) for references.

## Technology

<b>Objective</b>	<b>Who</b>	<b>\$</b>	<b>Status</b>
Improve teacher websites to better inform parents and students.	Admin	N	2
Develop an on-line grading system (PowerSchool) accessible to parents and students.	Admin	N	0-1
Consider combining library and technology teaching time at elementary schools to provide more efficient use of resources.	Admin	?	2
Conduct a technology program evaluation.	Admin	N	1-2

## Professional Development

<b>Objective</b>	<b>Who</b>	<b>\$</b>	<b>Status</b>
Develop Professional Learning Communities. Provide professional development time and activities that support strategies for program improvement to be used during common planning and meeting times for staff.	Admin	N	2
Continue to identify and promote theme-based professional development, i.e. Skillful Teacher (RBT), Differentiated Instruction, Understanding by Design (UbD), Social Competencies (ADL World of a Difference 6-12 and Responsive Classroom K-5), RTI, and technology training.	Admin	N	2

## Special Education

<b>Objective</b>	<b>Who</b>	<b>\$</b>	<b>Status</b>
Evaluate in-house SPED program effectiveness and SPED program space needs in order to retain outplacements.	Admin	N	2

## II. Financial Management

<b>Objective</b>	<b>Who</b>	<b>\$</b>	<b>Status</b>
Prioritize educational goals and programming to plan cost-effective sustainable budgets.	Admin & SC	N	3-4
Develop a long-range plan for charging fees or providing for full day Kindergarten, extra-curricular activities, and transportation.	Admin & SC	Y	1

## III. General Management

<b>Objective</b>	<b>Who</b>	<b>\$</b>	<b>Status</b>
Establish a strategic planning process involving the community and stakeholders that leads to a 5-10 year plan.	Admin & SC	Y	0
Evaluate High School Start Time Change.	Admin	N	1
Consider a pilot that incorporates lean processes/total quality management/continuous improvement.	Admin & SC	N	1-2

## IV. Facilities

<b>Objective</b>	<b>Who</b>	<b>\$</b>	<b>Status</b>
Monitor Middle School Building Project.	Admin & SC	N	2
Continue to review school safety and security policies and procedures, and building adherence to School Committee policies.	Admin	N	3-4
Evaluate the need to redistrict in light of student population trends, and examine possible changes in elementary school configurations necessary to create efficiency, balance classes, etc.	Admin & SC	0	2

## V. Stakeholder Relations

<b>Objective</b>	<b>Who</b>	<b>\$</b>	<b>Status</b>
Better use technology to improve and ensure consistent and transparent communication and build connections among all stakeholders in the SPS including administration, staff, School Committee, students, parents, and the general public.	Admin & SC	?	2
Review and clarify roles of PTO's, School Councils, and SSEPAC, how they relate, and compliance with laws and regulations.	Admin & SC	N	2