

Revised in light of recommendations: October 25, 2012

Goal #1: Student Learning Goal

In concert with administrators, the joint administrative/Belmont Education Association advisory team, and educators throughout the district, I shall oversee the faithful implementation of a new, comprehensive educator evaluation system that implements the state's model with the first phase of implementation completed by June 2013. (Reference: Superintendent's Rubric: I (D) 1, 2, 3, & 4)

Key Actions

- 1) Monthly meetings with joint oversight advisory board to adjust and educate as necessary;
- 2) A minimum of three observational visits in each of the six schools; (minimum of 18 visits) conjointly with the principal of each school
- 3) A mid-cycle progress report to the School Committee by mid-February;
- 4) A final public report includes comments for the general public about challenges, successes, and limitations of the new system, along with its apparent impact upon student learning and recommended adjustments for 2013-2014;
- 5) Evaluations for administrators who report to the Superintendent completed by June 20;
- 6) A summative review in June of the system's alignment with principals and appropriate directors to support educator evaluation and improvement.

Benchmarks

- A) Advisory Board meetings scheduled monthly;
- B) The superintendent's school visits log indicates at least six visits to classrooms with respective principals by December 31, six visits by March 31, and six visits by May 31;
- C) Mid-cycle review of progress against goals at a February school committee meeting;
- D) An end-of-school-year public report about the new educator appraisal system;
- E) Administrator appraisals been completed and acknowledged by the end of June 2013;
- F) Recommendations for refinement of the evaluation system and report of status to a June meeting of the School Committee.

Belmont Public Schools  
Superintendent's Goals  
School Year 2012-2013

**D R A F T**

Proposed: October 9, 2012

Revised in Light of Recommendations: October 25, 2012

Goals #2: Professional Practice Goal

As a coach within the New Superintendent's Induction Program, the Superintendent will continue to acquire knowledge about leadership development, team building, and strategic planning. He aims to inform—from monthly content sessions and the practical work of coaching individuals new to district leadership—the Belmont Public Schools' effective leadership practices and programming, in particular for the development of district leadership, hiring and mentoring of new administrators, and long-range strategic planning. (Reference: Superintendent's Rubric I (E) 3; II (B) 1, 2)

#### Key Actions

1. Select a new elementary principal and provide appropriate training and support for the new leader;
2. Assist the School Committee to plan for long-term district stability by designing recruitment, interviewing, and training plans for a new permanent superintendent;
3. Refine a district long-term strategy that addresses programming, fiscal, leadership development, and human resource needs;
4. Lead the district council in developing and monitoring appropriate initiatives to effect the strategy (district improvement plan);
5. Support teachers and leaders piloting innovation, in particular, innovative instructional models;
6. Attend NSIP coach training seminars and new superintendents' content days as well as work with any new superintendents assigned to him.

#### Benchmarks

- A. Successfully hire a new elementary principal by December 1;
- B. Report and analyze the status of the prior 18-month strategic plan by November 2012;
- C. Present for School Committee review a new strategic plan (district improvement plan) by December 1;
- D. Prepare a fiscal year 2014 budget that comports with the approved strategic plan;
- E. Review with the School Committee in January and June and recommend further development of innovative instructional practices;
- F. Attend NSIP coach training seminars and content institutes.