

Superintendent Goals
John P. Phelan, Belmont Public Schools
Fall, 2018 2018/19 School Year

Goal 1: Effective Strategic Planning

Topic: Strategic Long Term Planning on Space and Enrollment Challenges

Superintendent Rubric:

- Standard IV Professional Culture: (C) Communication Indicator (E): Shared Vision Indicator

Belmont Public Schools Strategic Plan

- B1, B2 - Collaborate with BHSBC, MSBA, School Committee and Belmont Community to address short and long term enrollment and space needs

Goal - To lead the district through the strategic planning of our space and grade configuration work. This will work will be conducted through the Belmont High School Building Committee (BHSBC), and the Educators Steering Committee with a successful 7-12 vote or thru Alternative Planning Committee pending the outcome of the debt exclusion vote.

Key Actions

1. Work with BHSBC submit Feasibility Study to MSBA for approval
2. Communicate the impact of the 7-12 Plan (BHSBC) and Alternative Space Plan to the School Committee, Board of Selectman, Warrant Committee and Belmont Community
3. Provide dates for all community members to take part in the presentation process
4. Form and charge Educator Steering Committees to make recommendations on issues related to nw building and reconfiguration
5. Have Educator Steering Committees report out and provide summaries of work upon completion.

Benchmarks

- ✓ By August 2018 as part of the BHSBC present final Feasibility Study documents for MSBA approval
- ✓ By September of 2018 present staff with the updated 7-12 BHSBC plan and to solicit feedback on the issues to be researched and analyzed by educators
- ✓ By September 2018 provide a district Alternative Space Plan to School Committee
- ✓ By November 2018 participate on BHSBC to ensure the finalization of the Feasibility Study and to prepare the Detailed Design work (MSBA Module 6)
- ✓ By November 2018 present and communicate to the Belmont community and School Committee the BHSBC and Alternative Space Plan information
- ✓ By November 2018 pending the outcome of the Debt Exclusion Vote – begin the implement either the BHSBC plan or the Alternative Space Plan
- ✓ By November 2018 create Educator Steering Committee (PreK-12) to engage in the 7-12 planning work
- ✓ By January 2019 have Steering Committee provide an educator feedback mechanism for continued BHSBC and educational planning work
- ✓ By May 2019 to provide updates from Educator Steering Committees to ensure continued educator and community voice in the BHSBC process
- ✓ By June 2019 provide safety and site planning for summer and fall of 2019/20 school year

Superintendent Goals
John P. Phelan, Belmont Public Schools
Fall, 2018 2018/19 School Year

Goal 2: Student Learning Goal

Topic: Utilization of classroom Walk- Throughs with Principals

Superintendent Rubric:

- Standard IV: Professional Culture (E): Shared Vision Indicator {1}
- Standard I: Instructional Leadership (B): Instructional Indicator {1,3}, (D) Evaluation Indicator {1,2}, (E), Data-Informed Decision Making Indicator {2, 3}

Belmont Public Schools Strategic Plan {A1, A2, B1}

Goal – To impact the instruction in our classrooms as it relates to our strategic plan initiatives in SEL and CRT through the use of consistent school -based “Walk –Throughs” with Principals.

Key Actions

1. Schedule Walk-Throughs at each school for the entire 2018/19 school calendar to be implemented with a cycle of 2 schools per week
2. To provide discussion and feedback to principals on our commonly observed classes as it relates to instructional practices, district initiatives and other building issues.
3. Utilize walk-throughs, observations and discussions to support principals in their work and to inform our impact on teaching and learning in the classroom.

Benchmarks

- ✓ By September 1, set and communicate the calendar of times and dates for each school visit
- ✓ By November 1, Conduct Principal Goals meetings for each administrator for the 2018/19 school year
- ✓ By February 1, Utilize Walk-Through sessions to inform the Mid -Year Staff Review process
- ✓ By March 1, Utilize the Walk-Through sessions to discuss and assess the implementation of the CRT and SEL initiatives
- ✓ By June 1, Request feedback from principals on the value of Walk-Through process
- ✓ Achieve an 80 % attendance rate for these sessions
- ✓ Utilize Feedback to inform 2019/20 goals

Superintendent Goals
John P. Phelan, Belmont Public Schools
Fall, 2018 2018/19 School Year

Goal 3: Professional Practice Goal

Topic: Evaluation Calibration - observations and feedback

Superintendent Rubric:

- Standard I-D-4: Consistently reviews alignment between judgment about practice and student learning data and provides guidance to administrators to make informed decisions about educator support and evaluation based upon this review.

Goal

During the 2018-19 school year, we will work with district leaders and educators to improve calibration and consistency with a focus on the observation and feedback component of the evaluation system in order to strengthen relationships between evaluators and educators and increase productive conversations that improve teaching and learning outcomes for students.

Key Actions

1. In collaboration with the BEA, we will pilot a reduction in requirements of the evaluation system for professional status teachers in year 1 of the 2-year Self-Directed Growth Plan.
2. We will assess the outcomes of the evaluation changes at the end of the year to determine next steps.
3. We will run a workshop series led by Jon Saphier of Research for Better Teaching to improve observations and feedback. All evaluators and 13 members of Unit A will participate in the training.
4. We will monitor observation feedback for consistency across evaluators.
 - a. During individual meetings with evaluators
 - b. At Staff Review Meetings in February 2019
 - c. By reading observations in TeachPoint

Benchmarks

- ✓ By September 4, we will share proposed evaluation changes with the BEA.
- ✓ By October 1, we will engage Leadership Council in a review of evaluations and past evaluation data to frame the learning for the workshop series.
- ✓ By December 21, we will review observations completed up to that point, and we will have completed one session of the workshop series.
- ✓ By February 28, we will complete Staff Review including a discussion of observations with all evaluators.
- ✓ By June 1, we will have a common procedures and products as it relates to observations and feedback among all evaluators, in collaboration with evaluators, educator participants in the workshop series, and the BEA.
- ✓ By June 1, we will conduct a midpoint review of the evaluation changes.