

**SUPERINTENDENT'S 2017-2018 EVALUATION GOALS**

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<b>GOAL DESCRIPTION</b>	<b>ACTIONS</b>	<b>EVIDENCE</b>
<p><b>Goal 1:</b> Effectively launch and co-lead the design and implementation of the District's multi-year focus on strengthening literacy and student ownership of their own learning</p>	<p><b>Key Actions</b></p> <ul style="list-style-type: none"> <li>• Frame the work on Opening Day (emphasize equity context)</li> <li>• Ensure consistent focus at, and coordination through, weekly leadership meetings</li> <li>• Increase presence at school-based meetings (faculty, department, team, PLC)</li> <li>• Work to provide PD in disciplinary literacy</li> <li>• Work with technology director and principals to connect technology plan focus on research and work curation to literacy work, leveraging adolescents' out-of-school literacy</li> </ul>	<p><b>Evidence</b></p> <ul style="list-style-type: none"> <li>• Opening Day speech</li> <li>• Agendas</li> <li>• Summaries of school-based meetings</li> <li>• PD plans</li> <li>• 2017-2018 Technology Plan and school-based examples</li> </ul>
<p><b>Goal 2:</b> Shepherd the Davis Building Project through to, and including, the general contractor bidding process in April and the breaking of ground in June.</p>	<p><b>Key Actions</b></p> <ul style="list-style-type: none"> <li>• Work closely with Davis School Building Committee, School Committee, administrative team and TBA Architect</li> <li>• Conduct In-depth review of options, including multiple schools scenarios</li> <li>• Select multi-school scenario and Davis design option that is most programmatically and fiscally responsible</li> <li>• Work with town committees (Finance and CapEx) to secure support</li> <li>• Produce documents and oversee community education efforts to prepare for town meetings</li> <li>• Effectively present the request for financing of construction documents at STM and construction at ATM</li> </ul>	<p><b>Evidence</b></p> <ul style="list-style-type: none"> <li>• Davis Building Committee Report and Powerpoints</li> <li>• Successful passage of construction documents financing at STM and construction financing at ATM</li> </ul>

GOAL DESCRIPTION	ACTIONS	EVIDENCE
	<ul style="list-style-type: none"> <li>• And oversee the bidding process for the general contractor in April. 2018</li> </ul>	
<p><b>Goal 3:</b> Increase the racial diversity of our faculty and staff.</p>	<p><b>Key Actions</b></p> <ul style="list-style-type: none"> <li>• Establish a faculty committee to develop a plan for more proactive recruitment, e.g.: building bridges with graduate schools of education; developing more accurate and compelling materials for hiring fairs, etc.</li> </ul>	<p><b>Evidence</b></p> <ul style="list-style-type: none"> <li>• Written plan and review of implementation</li> <li>• Increase in racially diverse staff hired in the spring</li> </ul>
<p><b>STUDENT LEARNING GOAL:</b></p> <p>Over next two years, bring MCAS 2.0 ELA scores/growth to Level 1</p>	<ul style="list-style-type: none"> <li>• Identify ELA/literacy needs and coordinate comprehensive improvement plan relative to poor subgroup scores at Lane and disappointing aggregate scores at JGMS</li> <li>• In addition to steps outlined in Goal #1: <ul style="list-style-type: none"> <li>○ Support Asst. Superintendent’s K-12 curriculum coordination work</li> <li>○ Support ELA/Reading Coordinator’s implementation of Running Records in Grade 5, new kits Grades K-4, Writer’s Workshop Grade 4, and LLI (Levelled Literacy) Grade 3.</li> <li>○ Support JGMS principal’s instructional focus on research, student work curation, and disciplinary literacy</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Summaries of implementation step progress</li> <li>• Examples of alignment of Bedford’s common assessments with MCAS 2.0</li> <li>• MCAS 2.0 test scores</li> </ul>