

Sharon Public Schools			FINAL VERSION	12/13/07 11:48 AM	
School Committee and Superintendent Goals			Voted:	10/24/2007	
			Year	2007-2008	
Goal Narrative	Goal Component Ref. No.	Components - Measurable Outcome	Supt or Committee Action	Comments	Achievement of Goal on Scale of 0 to 4
1. Educational/Instructional Leadership Provide students with relevant and diverse academic learning opportunities that encourage lifelong learning skills and support a student's artistic, social, emotional and physical development so that they can live effectively and responsibly, take creative risks, strive for excellence, and achieve their highest potential.	1A-1	Academic Excellence Goal: Provide increased opportunity for administrators to meet, share and discuss instructional and curriculum related strategies.	Supt		
	1A-2	Academic learning goal: Establish a foreign Language program in the elementary schools (K-5) integrated with other curriculum.	Supt		
	1A-3	Academic learning goal: Establish a High School Exchange Program with Tang Nan High School, Xi'an, China.	SC & Supt		
	1A-4	Academic Excellence Goal: Complete requirements for accreditation of the Early Childhood Program (NAEYC).	Supt		
	1A-5	Academic Excellence Goal: Continue efforts to support the NEASC High School accreditation process in 2007-08 and establish long-range support processes to react to recommendations made by the visiting team.	Supt		
	1A-6	Academic Excellence Goal: Continue to develop the Learning Standards to facilitate instructional improvement. (Standards in World Language need to be completed. Review 6-8 for updates.) Work on website exemplars in writing.	Supt		
	1A-7	Academic Excellence Goal: Implement the first year actions for the transition plan to make Chemistry the second subject of the science sequence at Sharon High School.	Supt		
Assess Achievement and competency in the areas of writing, reading, math and science, using existing assessment data.	1B-1	Assessment: Writing K-5 Utilize 3 writing benchmarks (K-1 Jan, Mar, June; Gr 2-5 Nov, Jan, June) and scoring rubrics to assess areas of weakness and strength year to year. Compare results to assess progress.	Supt		
	1B-2	Assessment: Reading K-3: Analyze individual DRA (Developmental Reading Assessments) to measure areas of strength/weaknesses by grade in accuracy, fluency and comprehension. Results will indicate percentage reached or exceeded or below the benchmark.	Supt		
	1B-3	Assessment: Math K- 5, Analyze End of Unit Assessments or Midyr and End of Year assessments used in Everyday Math to study areas of strength and weakness. Establish a baseline in 07-08 and consider creating a database to track information.	Supt		
	1B-6	Assessment: Mathematics grade 8. Analyze midyear placement exam to measure areas of strength/weaknesses.	Supt		

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	1B-4	Assessment: Writing Grades 6-8 and 10 Analyze individual Assessments to measure areas of strength/weaknesses by grade. Results will indicate percentage reached or exceeded or below the benchmark. Grades 6-8 samples 2X in the school year, graded Adv, Prof, NI or Warning/Fail. Grade 10 Usage Test will also be used.	Supt		
	1B-5	Assessment: Science grade 7 Analyze individual Assessments to measure areas of strength/weaknesses. Results will indicate percentage reached or exceeded or below the benchmark.	Supt		
Professional Development: Continually improve the professional development of teachers, and teaching in the classroom.	1C-1	Professional Development: Identify prime areas for professional growth of current staff for the current year and going forward.	Supt	to date: Differentiated Instruction, Social Competency, Skillful Teacher, Curriculum Development using Ubd	
	1C-2	Professional Development: Ensure quality curriculum and instruction via a focus on administrative walk-throughs, effective evaluation protocols, professional development and grade level and departmental meetings.	Supt		
	1C-3	Differentiated Instruction: Continue to improve differentiated Instruction district-wide: Focus on a grade level 6. Provide Professional Development [36 contact hours via release days] to (all teams) and include special educators, reading and math specialists, and corresponding subject area coordinators.	Supt		
Program Evaluations: Begin a series of Program Evaluations	1D-1	Inhouse Program evaluation: Special Education Evaluation that will be completed by the end of 2009. This evaluation will consider program effectiveness, services and transitions.	Supt		
	1D-2	Inhouse Program evaluation: Technology Identify successes and weaknesses of the technology program especially with regard to science in the high school and the use of whiteboards, mimio boards, projection cameras including audio and FM systems and that addresses electrical issues). Completion expected in 2009	Supt		
	1D-3	Inhouse Program evaluation: UbD Begin to revise and establish curriculum standards in UbD (Understanding by Design) methodology for elementary K-5 social studies and science by updating program units.	Supt		
	1D-4	Graduation & Schools Attending: Create a rubric or other measurement tool to assess successes of Sharon Schools such as colleges attended by graduates. Create a school profile, determine what colleges students are accepted to, classify by 4 yr or 2 yr, etc.			

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Social Competency: Address need for social competency skills in the schools.	1 F-1	School Based Social Competency: Implement training in Responsive Classroom, COMPASS, ADL Peer Counseling	Supt		
CSL: Address the need to continue Community Service Learning Activities in each school.	1F-2	Community Service Learning: Identify the projects that will continue through teacher/administrative efforts and create an evaluation rubric for continued program success.	Supt		
2. Policy Development Work with MASC to identify policies that need to be revised and make changes to enable final vote and web posting of voted School Committee Policies.	2A-1	• Update Section A: Foundations and Basic Commitment Policies: Work with MASC to edit and revise current School Committee policy to HTML or WORD format by December 2007.	SC		
	2A-2	• Update Section B: Board Governance and Operations: Work with MASC to edit and revise current School Committee policy to HTML or WORD format by January 2007.	SC		
	2A-3	• Update Section C: General School Administration Work with MASC to edit and revise current School Committee policy to HTML or WORD format by March 2007.	SC		
	2A-4	• Update Section D: Fiscal Management Work with MASC to edit and revise current School Committee policy to HTML or WORD format by April 2007.	SC		
3. Financial Management Analyze the major components and trends of the budget:	3A-1	SAF Procedures: Improve building level financial procedures with regard to Student Activity Funds (SAF)	SC & Supt		
	3A-2	Budget Projections: Continue to work on long-range budget projections to ensure the viability of the budget until commercial revenue comes to Town.	SC & Supt		
	3A-3	Consider Class size cost factors, K-12: Study class size, course offerings e.g. - AP, foreign language	SC & Supt		
	3A-4	Population: Update population projections with consideration of all potential plans to build in Town (40B etc)	SC & Supt		
	3A-5	Review fees for student activities, athletics, kindergarten & busing revolving accounts	SC & Supt		
	3A-7	Utilities: Review utility contracts and costs	SC & Supt		

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	3A-8	Utilities Ongoing: Develop and implement a continuous improvement program for monitoring and reducing utility consumption system-wide to improve utility cost controls.	SC & Supt		
	3A-9	Contracts & Pay Charts: Begin to review teacher pay charts and health benefits for cost savings.	SC & Supt		
	3A-10	Contracts & Health Insurance: Work to negotiate all personnel contracts to accept new health insurance plans.	SC & Supt		
4 General Management	4A-1	Superintendent Search: Establish a process and protocols for superintendent search, with a superintendent contract to begin July 1, 2008.	SC		
	4A-2	Hiring Procedures: Establish clear policies or procedures to be followed in hiring new employees, verifying certifications, evaluating CORI reports, organizing paperwork and checking references	Supt		
	4A-3	School Improvement Plans: Improve the implementation of the standard format for School Improvement Plans used by all school councils: Request limited, summarized goals with better measurement criteria used to assess prior year goals and current year goals.	SC & Supt		
	4A-4	Goal Setting Timeline: Consider improved timelines for SC Goal-setting to allow School Improvement Plans (SIPs) and Individual Professional Development Plans (IPDPs) to align.	SC		
5. Facilities	5A-1	Ongoing School Safety: Continue to Review School Safety and Security policies and procedures.	SC & Supt		
	5A-2	Ongoing MSBA: Monitor implementation of the legislation associated with MA School Building Authority (MSBA) as it relates to the development of building plans.	SC & Supt		
	5A-3	Ongoing MS Building Project: Consider revision/update to design specifications and schedule for the Middle School project. Consider intermediary projects to keep the school environment operational and functioning well.	SC & Supt		
	5A-4	Continue to develop Capital Plan: Identify and support needs at each building. Publicize a five year Capital needs plan for each school.	SC & Supt		

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	5A-5	MS Forced Main: Implement the design of the MS Forced Main and develop construction documents and estimate of costs.	Supt		
6. Community and School Relations:	6A-1	Communication: Strive to achieve a communication plan that will improve School Committee relationships with other Town Committees and various community groups.	SC		
	6A-2	Communication: Media Enhance the use of public media, e.g.-Advocate, SPS Website, and Newsletter.	SC & Supt		
	6B-1	Social Competency Parent Involvement: Support and Encourage the development of parent and student workshops on the issue of Harrassment and Cyberbullying. Consider Peaceable Schools Institute, ComPass, Responsive Classroom, ADL as resources.	SC & Supt		
	6B-2	After School Activities: Broaden the after-school offerings to include enrichment programs such as math/Kumon, etc.	SC & Supt		
	6B-3	SSEPAC: Encourage parental participation and involvement in the SSEPAC organization to improve communications between SSEPAC and the school department special needs programs and activities.	SC & Supt		
7. School Committee Relations SC & Supt Goal: Manage the reasonable and equitable delegation of School Committee tasks and responsibilities.	7A	School Committee Duties: Assign/Implement School Committee tasks and responsibilities equitably with timelines and regular reports.	SC		
	7B	Communications: Maintain communications with the School Committee that is within acceptable boundaries and MASC guidelines.	SC & Supt		
	7C	Goal Setting: Schedule and conduct two evening workshops: one to review School Committee roles and responsibilities and one to plan goals for 2007-2008 [July 12 & July 16].	SC		
8. Summary Long Term Goals that Extend Beyond School Year 2007-2008	8A	Music Program K-5: Broaden the elementary music program to include orchestral music and strings. Consider impact on the daily schedule.	SC & Supt		

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	8B	Art Program: Broaden the elementary arts program to include a junior drama component. Consider impact on the daily schedule.	SC & Supt		
	8C	Music Program SHS: Continue to broaden the High School music program to include: orchestral music and a pep band leading to marching band and dance team. Consider impact on the daily schedule.	SC & Supt		
	8D	Kindergarten: Establish Full Day Kindergarten without fees, funded through School Budget allocated at Town Meeting.	SC & Supt		
	8E	Inhouse Program evaluation: English Language Arts To be completed by the end of 2010. This evaluation will consider program effectiveness and services.	Supt		
	8F	ONGOING Writing: Continue to reassess and refine the Learning Standards with a focus on writing (to include Writing Across the Curriculum) and study the role of critical thinking in instruction system-wide.	Supt		
	8G	Ongoing Cost Analysis: Review the costs involved in outsourcing bus and cafeteria services vs managing inhouse program for the same	SC & Supt		
	8H	Fund Transfer to Sharon Historical Commission: Collaborate with Trustees of Sharon Friends School Fund, Sharon Historical Commission, Selectmen, and State Legislators to enable funds in Sharon Friends School Funds to be used by the Historical Commission for educational and commemorative purposes.	SC & Supt		
	8i	Long-Range Building Plan: Review and update the long-range building plans	SC		
	8J	Academic Excellence Goal: Complete the transition plan to make Chemistry the second subject of the science sequence at Sharon High School for all students by School Year/FY 2011-2012.	Supt		