

Medway Public Schools

District Goals 2009-2010

The responsibility of the Medway Public Schools is to assure each student an education of the highest quality possible by optimizing the human and financial resources of the community and focusing those resources on the individual needs of the learner. Through this effort, the school system will seek to encourage young people to commit their minds to inquiry, their hearts to compassion, and their lives to the service and betterment of mankind.

I. Curriculum, Instruction and Assessment

Essential Question: Does the instructional program meet the educational needs of all students and result in steadily improving student achievement?

1. Use student performance data to support higher levels of student achievement.		
Action Step	Sources of Evidence	Facilitator/Timeline
1.1 Establish specific performance improvement targets for the Massachusetts Comprehensive Assessment System (MCAS) tests in the aggregate and for sub-groups and meet or exceed Adequate Yearly Progress requirements.	<ul style="list-style-type: none"> ▪ MCAS data analysis ▪ School and district improvement plans 	Superintendent/ District Leadership Team By 11/09
1.2 Develop and implement common assessments for all grade levels/courses and review student work samples in order to develop exemplars for each proficiency level.	<ul style="list-style-type: none"> ▪ Common assessments ▪ Exemplars ▪ Meeting minutes 	District Leadership Team 8/ 2009-6/2010

2. Support year two of the grade K-5 core literacy program in order to improve student achievement in reading.		
Action Step	Source of Evidence	Facilitator/Timeline
2.1 Develop and implement appropriate professional development for teachers in support of core literacy program.	<ul style="list-style-type: none"> ▪ PD sessions 	Reading Leadership Team 8/09-6/10

3. Implement the PreK-6 Everyday Mathematics program through a phased-in process.		
Action Steps	Sources of Evidence	Facilitator/Timeline
3.1 Develop a summer and full-year training schedule for teachers to orient them to the program and provide monthly support sessions.	<ul style="list-style-type: none"> ▪ Training sessions 	Superintendent Instructional coaches Principals 8/09-6/10
3.2 Plan and implement parent information sessions on Everyday Math.	<ul style="list-style-type: none"> ▪ Parent information sessions 	Principals Instructional Coaches Fall 2009

4. Implement the PreK-12 curriculum review process to ensure appropriate articulation, integration, and alignment of curriculum, instructional strategies, and assessment.		
Action Step	Sources of Evidence	Facilitator/Timeline
4.1 Develop and implement an action plan in response to the mathematics visiting team report.	<ul style="list-style-type: none"> ▪ Report to school committee 	Math Facilitation Team By 12/09
4.2 Implement a curriculum review of science (semester 1) and social studies (semester 2) for grades PreK-12.	<ul style="list-style-type: none"> ▪ Self-study ▪ Visiting Team Report 	Superintendent Instructional coaches Department heads Principals By 6/10
5. Assess the effectiveness of the current grade 7/8 mathematics program and make recommendations for improvement, including program revision.		
Action Step	Sources of Evidence	Facilitator/Timeline
5.1 Study data related to student achievement in math in grades 7 and 8 and set improvement goals by sub-group and in the aggregate.	<ul style="list-style-type: none"> ▪ Report to school committee 	Math Facilitation Team By 12/09
5.2 Review articulation between the PreK-6 EDM, the grade 7/8 program, and the grade 9-12 math program and make recommendations for new program acquisition as needed.	<ul style="list-style-type: none"> ▪ Report to school committee 	Superintendent Instructional coaches Principals By 2/10
6. Develop and implement short-term and long-term district technology plans that provide for appropriate levels of instructional technology to support improved teaching and learning.		
Action Steps	Sources of Evidence	Facilitator/Timeline
6.1 Purchase and implement new e-mail system to facilitate improved communication.	<ul style="list-style-type: none"> ▪ New system installed 	Rich Boucher By 9/09
6.2 Install and implement a web-based parent portal system.	<ul style="list-style-type: none"> ▪ Portal installed ▪ Parent training sessions 	Rich Boucher By 12/09
6.3 Improve district website to facilitate improved access to key information.	<ul style="list-style-type: none"> ▪ Website changes 	Rich Boucher By 4/10

6.4 Develop a multi-year technology plan that supports administrative and instructional needs of the district.	<ul style="list-style-type: none"> ▪ Technology Plan 	Leadership Team By 12/09
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7. Review the current school/grade-level configuration for students in grades PreK-4.		
Action Steps	Sources of Evidence	Facilitator/Timeline
7.1 Establish school/grade-level configuration study committee with teacher, administrator, parent, and community representation.	<ul style="list-style-type: none"> ▪ Committee roster 	Superintendent By 10/09
7.2 Review current best practice in this area and assess effectiveness of current model.	<ul style="list-style-type: none"> ▪ Meeting minutes 	School Study Committee By 12/09
7.3 Make recommendations for appropriate changes to school/grade configurations for 2010-2011.	<ul style="list-style-type: none"> ▪ Report ▪ Public Forums 	School Study Committee By 3/10

II. Teacher Excellence

Essential Question: Are teachers and support staff in the district well-qualified and well-prepared to provide a high quality of education to the students they teach?

1. Develop a professional development plan that provides high-quality programs for all teachers and support staff.		
Action Steps	Sources of Evidence	Facilitator/Timeline
1.1 Review results of teacher/staff PD survey and plan comprehensive PD program for 2009-2010.	<ul style="list-style-type: none"> ▪ PD plan 	Leadership Team By 9/09
1.2 Increase the variety and frequency of after-school PD workshops	<ul style="list-style-type: none"> ▪ PD Offerings 	Leadership team By 12/09
1.3 Increase professional development in the area of differentiated instruction.	<ul style="list-style-type: none"> ▪ DI PD offerings 	Leadership Team Instructional Coaches By 6/10
1.4 Design and implement an improved model of mentoring and induction in the district.	<ul style="list-style-type: none"> ▪ Program description ▪ Participant surveys 	Superintendent By 9/09

2. Establish a joint MFT/Admin team to review and revise the district's teacher supervision and evaluation model in order to support continuous improvement in teaching and learning.		
Action Steps	Sources of Evidence	Facilitator/Timeline
2.1 Investigate best practices in the area of teacher supervision and evaluation, such as walk-throughs, peer observations, and instructional coaching.	<ul style="list-style-type: none"> ▪ PD sessions ▪ Leadership Team minutes 	Leadership Team MFT By 4/2010
2.2 Assess the effectiveness of the current model and make recommendations to appropriate pilot implementation.	<ul style="list-style-type: none"> ▪ Leadership Team minutes ▪ Report 	Leadership Team MFT By 6/2010

3. Put instructional coaches in place to support improved student achievement PreK-8.		
Action Step	Sources of Evidence	Facilitator/Timeline
3.1 Provide support for instructional coaches as they assume new roles in the district.	<ul style="list-style-type: none"> ▪ PD sessions ▪ Meeting minutes 	Leadership Team On-going
3.2 Assess the effectiveness of the model and make recommendations for improvement.	<ul style="list-style-type: none"> ▪ Surveys ▪ Report to school committee 	Instructional Coaches Principals Superintendent By 3/10

III. Student Support Programs and Services

Essential Question: Does the district provide the supportive programs and services its students need to achieve educational success?

1. Review district and school-based interventions for at-risk and accelerated learners and make recommendations for improvement.		
Action Steps	Sources of Evidence	Facilitator/Timeline
1.1 Continue to implement the Response-to-Intervention (RTI) model to monitor student progress and make instructional changes to support improved learning for	Training sessions	Leadership Team Instructional Coaches By 4/10

at-risk students.		
1.2 Review the effectiveness of grant-funded programs such as ESL, Title I and MCAS Academic Support and make recommendations for improvement.	Program and staffing recommendations	Superintendent Instructional Coaches By 3/10
1.3 Review elementary and middle school programs for remediation and enrichment and make recommendations for improvement.	Program and staffing recommendations	Principal Instructional Coaches Superintendent By 3/10

2. Review district and school-based programs for students with disabilities and make recommendations for improvement.		
Action Steps	Sources of Evidence	Facilitator/Timeline
2.1 Review current in-district programs for students with disabilities and make recommendations for changes as needed.	Program descriptions	Leadership Team Lauren Fain By 12/09
2.2 Review the effectiveness of extended year special education programs and make recommendations for changes as needed.	Program and staffing recommendations	Leadership Team Lauren Fain By 3/10

IV. Leadership, Business, and Financial Management

Essential Question: Does the district have effective leadership and governance? Does the district maintain adequate accounting and financial reporting procedure to inform district-level and school-level decision making, ensuring effective managerial control over the use of funds, and facilitate accountability?

1. Review the district’s core values, mission, and vision and use these to drive decision-making.		
Action Steps	Sources of Evidence	Facilitator/Timeline
1.1 Use the core values, mission, and vision as the basis for beginning to develop a multi-year strategic plan.	Revised mission and core values statements	Leadership Team School Committee Spring 2010

2. Sustain effective, respectful, relationships between school employees and town officials and community members to ensure effective collaboration on key issues.

Action Steps	Sources of Evidence	Facilitator/Timeline
2.1 Support joint meetings between school committee and town boards to ensure effective communication.	Joint meeting minutes	School Committee Superintendent By 6/10
2.2 Improve communication with community members through increased outreach, such as website, newsletters, listservs, cable access programs, pod-casts, etc.	Website, newsletters, listservs, cable access programs, pod-casts	Leadership Team School Committee By 6/10
2.3 Complete contract negotiations with the MFT and other represented groups.	New contract	School Committee Superintendent By 10/09
2.4 Coordinate the conversion to a new financial software system with municipal employees.	Conversion	Director of Finance and Operations By 3/10

3. Develop a school department budget for FY11 that will support high levels of student achievement.

Action Steps	Sources of Evidence	Facilitator/Timeline
3.1 Forecast estimated revenue from municipal, state, and federal sources.	Budget Forecasts	Director of Finance Superintendent Municipal officials By 1/10
3.2 Develop budget priorities and budget request.	Budget development calendar	Leadership Team School Committee By 1/10
3.3 Hold community forums and focus groups on budget and other school issues to seek input and share information	Forums	Leadership Team School Committee By 5/10

4. Review and update the district capital improvement and facilities management plan.		
Action Steps	Sources of Evidence	Facilitator/Timeline
4.1 Develop capital and facilities management priorities for FY2011 and for the next three-five year period.	Report	Director of Facilities Leadership Team By 1/2010
4.2 Work with the MSBA and town officials to implement planned renovations to Medway Middle School.	Renovation plan	Director of Finance Superintendent School Committee
4.3 Implement the Trane ESCO contract.	Install energy savings measures	Director of Finance Director of Facilities