

Medway Public Schools

**Mid-Year Progress Update:
District Goals 2010-2011**

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
<p>1.1 Review computer-based performance monitoring systems for collecting data related to student achievement in reading and mathematics in grades K-8 and select one or more to pilot.</p> <p><i>The K-8 reading team has met several times to review available profess monitoring programs and has schedule vendor presentations. The MMMS has begun to explore the use of ASSISTments for math progress monitoring.</i></p>	<ul style="list-style-type: none"> ▪ Pilot use of available programs 	<p>Principals Instructional coaches 9/10-12/10</p>
<p>1.2 Continue to develop and implement common assessments for all grade levels/courses and review student work samples in order to develop exemplars for each proficiency level.</p> <p><i>On-going.</i></p>	<ul style="list-style-type: none"> ▪ Common assessments ▪ Exemplars ▪ Meeting minutes 	<p>Professional learning community teams 9/10-6/11</p>
<p>1.3 Train all administrators, coaches, and department heads in the use of Data Warehouse and use this tool to review available MCAS and student growth data and plan program improvement.</p> <p><i>Data Warehouse was used to produce reports on student growth data. The reports were used by principals and teachers to plan program and instructional improvement.</i></p>	<ul style="list-style-type: none"> ▪ Training sessions 	<p>District administrators 9/10-1/11</p>

2. Support year three of the grade K-5 core literacy program in order to improve student achievement in writing.		
Action Step	Source of Evidence	Facilitator/Timeline
2.1 Review the writing component of the core literacy program and recommend appropriate changes to improve student writing outcomes. <i>Teachers in grades K-4 received professional development that connected the core literacy program to 6-traits writing and have been implementing recommended changes.</i>	<ul style="list-style-type: none"> ▪ PD sessions 	Instructional coaches 9/10-6/11

3. Complete implementation of the PreK-6 Everyday Mathematics program.		
Action Steps	Sources of Evidence	Facilitator/Timeline
3.1 Provide appropriate training and support for first-year implementation teachers. <i>In addition to summer training, all EDM teachers have received support from coaches through the use of demonstration lessons and in-classroom support.</i>	<ul style="list-style-type: none"> ▪ Training sessions 	Instructional coaches Principals 7/10-6/11
3.2 Provide support for second year implementation through PLC meetings. <i>On-going.</i>	<ul style="list-style-type: none"> ▪ PLC notes 	Principals Instructional Coaches

4. Implement phased approach to adopt new math program for grades 7/8.		
Action Steps	Sources of Evidence	Facilitator/Timeline
4.1 Implement selected units in CMP2 and assess effectiveness and articulation with grade 6 program. <i>Grade 7/8 teachers have received training in selected units of CMP2 and have begun to pilot selected units and plan for</i>	<ul style="list-style-type: none"> ▪ PLC notes 	Superintendent Instructional coaches Principal 8/10-6/11

<i>phased implementation for next school year.</i>		
4.2 Develop a full implementation plan for 2011-2012. <i>On-going.</i>	<ul style="list-style-type: none"> ▪ Report to school committee 	Principal Coach By 6/11

5. 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
5.1 Assess the need for additional personnel support for the review, revision, and coordination of curriculum. <i>Completed. A new position of PreK-12 Director of Curriculum and Instruction will be proposed for next school year.</i>	<ul style="list-style-type: none"> ▪ Report to school committee 	Superintendent Principals By 12/10
5.2 Review the new core standards for math and ELA and make appropriate adjustments to align district programs with new standards. <i>On-going. This goal will be addressed through use of ATLAS Rubicon curriculum mapping.</i>	<ul style="list-style-type: none"> ▪ Revised program of studies 	Superintendent Instructional coaches Department heads Principals By 6/11
5.3 Review appropriate curriculum mapping software and make recommendations for acquisition. <i>Completed. ATLAS Rubicon software has been acquired and district implementation team has begun training in its use.</i>	<ul style="list-style-type: none"> ▪ Report to school committee 	Superintendent It Director By 12/10
5.4 Provide in-district support to allied arts programs and provide an update on each area’s status to the school committee. <i>Members of the leadership team have met regularly with allied arts teachers to provide support and professional development planning. SC reports on each area are planned for the spring.</i>	<ul style="list-style-type: none"> ▪ Report to school committee 	MLT By spring 2011

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
<p>6.1 Review available content management and online learning systems and make recommendations for acquisition.</p> <p><i>On-going.</i></p>	<ul style="list-style-type: none"> ▪ Plan 	<p>IT Director By 12/10</p>
<p>6.2 Improve district website to facilitate improved access, ability to communicate, and promote ease of use.</p> <p><i>Some areas of the website have been re-designed to improve ease of use.</i></p>	<ul style="list-style-type: none"> ▪ Website changes 	<p>It Director District administrators 3/11</p>
<p>6.3 Develop a multi-year technology professional development plan that supports administrative and instructional needs of the district.</p> <p><i>In-process. A draft technology plan has been developed, but the professional development plan to support implementation is still pending.</i></p>	<ul style="list-style-type: none"> ▪ Technology Professional Development Plan 	<p>Leadership Team By 12/10</p>

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 Plan comprehensive PD program for 2010-2011. <i>In-process.</i>	<ul style="list-style-type: none"> ▪ PD plan 	District administrators By 10/10

2. Increase levels of teacher collaboration and involvement in order to build effective, trusting relationships and teams.		
Action Steps	Sources of Evidence	Facilitator/Timeline
2.1 Provide increased opportunity for teacher involvement in school and district decision-making. <i>All district teachers participated in system-wide review of the district mission and expectations. A school climate survey was completed. The middle school has established more vehicles for teacher decision-making through advisory groups.</i>	<ul style="list-style-type: none"> ▪ Faculty meeting agendas ▪ Implementation of advisory councils 	MLT MFT 9/10-6/11
2.2 Provide support for continuation of the Professional Learning Community model. <i>In grades K-8, coaches provide continued support for PLC groups. High School teachers received substantial training in PLC implementation on PD days.</i>	<ul style="list-style-type: none"> ▪ PLC minutes 	Instructional Coaches 9/10-6/11

3. Review DESE/RTTT recommended supervision and evaluation models in order to support continuous improvement in teaching and learning.		
Action Steps	Sources of Evidence	Facilitator/Timeline
3.1 Investigate best practices in the area of teacher supervision and evaluation, such as walk-throughs, peer observations, and instructional coaching. <i>Pending. DESE guidelines are expected in February 2011.</i>	<ul style="list-style-type: none"> ▪ PD sessions ▪ Leadership Team minutes 	Leadership Team MFT By 4/2011
3.2 Assess the effectiveness of the current model and make recommendations to appropriate pilot implementation. <i>Pending.</i>	<ul style="list-style-type: none"> ▪ Leadership Team minutes ▪ Report 	Leadership Team MFT By 6/2011

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 at-risk students. <i>On-going.</i>	Training sessions	Leadership Team Instructional Coaches By 4/11

2. Review district and school-based programs for students with disabilities and make

recommendations for improvement.		
Action Steps	Sources of Evidence	Facilitator/Timeline
<p>2.1 Review current in-district programs for students with disabilities and make recommendations for changes as needed.</p> <p><i>Several new programs were implemented in 10-11, and more are planned for 11-12, including expanded high school programs for students in need of vocational experiences.</i></p>	<p>Program descriptions</p>	<p>Leadership Team Special education director By 12/10</p>

3. Review district and school-based health education and guidance/counseling services and make recommendations for improvement.		
Action Steps	Sources of Evidence	Facilitator/Timeline
<p>3.1 Review current in-district programs in health education and guidance/counseling services and make recommendations for changes as needed.</p> <p><i>A committee has been established and will make recommendations for improvements.</i></p>	<p>Program descriptions</p>	<p>Leadership Team By 12/10</p>

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 and revise 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 school improvement <i>The new mission and expectations statement has been out for public comment and will be considered for school committee adoption in January 2011.</i>	Revised mission and core values statements	Leadership Team School Committee Spring 2011

2. Develop a school department budget for FY12 that will support high levels of student achievement.		
Action Steps	Sources of Evidence	Facilitator/Timeline
2.1 Forecast estimated revenue from municipal, state, and federal sources. <i>The assistant superintendent sits on a state-wide MASS finance committee, which will support clear understanding and access to accurate data regarding estimated revenues.</i>	Budget Forecasts	Director of Finance Superintendent Municipal officials By 1/11
2.2 Develop budget priorities and budget request. <i>Preliminary needs budget will be presented in January 2011.</i>	Budget development calendar	Leadership Team School Committee Budget subcommittee By 1/11
2.3 Hold community forums and focus groups on budget	Forums	Leadership Team

<p>and other school issues to seek input and share information.</p> <p>Pending.</p>		<p>School Committee By 5/11</p>
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3. Review and update the district capital improvement and facilities management plan.		
Action Steps	Sources of Evidence	Facilitator/Timeline
<p>3.1 Develop capital and facilities management priorities for FY2012 and for the next three-five year period.</p> <p><i>Completed and submitted to CIPC.</i></p>	<p>Report</p>	<p>Director of Facilities Leadership Team By 1/2010</p>
<p>3.2 Work with the MSBA and town officials to implement planned renovations to Medway Middle School.</p> <p><i>On-going. Town meeting voted to approve the project and a ballot vote to approve financing is planned for 1/18/11.</i></p>	<p>Renovation plan</p>	<p>Director of Finance Superintendent School Committee</p>