

**Weston Public Schools
Superintendent Annual Goals
2019-2020**

Dr. Marguerite Connolly, Superintendent

Weston's District Strategic Plan 2018-2021, which specifies strategic objectives and initiatives, guides the superintendent's annual goals.

Goal One: Professional Practice Goal - Management and Guidance

- *During the 2019-2020 school year, the superintendent will further the implementation of the District Strategic Plan by overseeing the action plans of the aligned 2019-2020 School Improvement Plans.*
- *During the 2018-2019 school year, 16 administrators and teachers were trained in the Data Wise Process at Harvard University. In order to continue to strengthen instructional practices, by January 2020, two to three additional teams will be trained in the Data Wise Process at Harvard University thereby building capacity to consistently use data to inform instruction. The superintendent will attend a data-driven meeting once a month in all buildings.*
- *Hire new high school principal by March 2020. This process will include a variety of stakeholders and opportunities for involvement. A timeline will be presented by November 2019.*
- *The Superintendent will meet with Administrative Team twice a month, and as needed to provide team building, professional development, and address district issues, concerns and initiatives. In the summer of 2019, administrators were given an opportunity to provide feedback about the Superintendent's performance through a survey. The purpose of this feedback is to inform the goals set within this document.*
- *Further develop district-wide and school-based communication practices, including creation of periodic newsletters from central administration, and evaluation of both school-based communication and communication to and from the community at large.*
- *During the 2019-2020 school year, central administrators will research and develop strategies to more effectively and efficiently ensure appropriate staffing and student-learning opportunities are maintained.*
- *During the 2019-2020 school year, central administrators will research and develop strategies to more effectively and efficiently present and review the school budget for the 2020-2021 school year.*

Goal Two: Professional Practice Goal - Professional Development

- *The Superintendent will engage in personal professional development to (i) strengthen financial reporting and budget competencies; (ii) examine best practices in district-wide and community communications; and (iii) strengthen background in educational best practices with a focus on social emotional learning and differentiation.*

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Goal Three: Student Learning Goals

- *By mid-November, responses to the Homework and Start Time survey will be analyzed, shared, and used to determine changes or enhancements, if any, to current practice.*
- *During the 2018-2019 school year and over Summer 2019, 80 % of educators in grades PK-8 participated in Responsive Classroom professional development. By June 2020, 100% of educators in grades PK-8 will have participated in Responsive Classroom training and up to 50% of educators in grades 9-12 will be trained (with a later summer training for additional high school educators). The expectation for all educators is to implement Responsive Classroom strategies once trained. By June 2020, the administrative team will collect data about the effects of the implementation.*
- *During the 2019-2020 school year, continue to support differentiation practice and curriculum alignment at all grade levels and content areas, including the continued integration of the recently adopted elementary reading and writing curricula. By June 2020, the administrative team will collect data and exemplars in the Weston Public Schools that supports differentiation and greater alignment.*
- *By June 2020, administrators will participate in ongoing professional development regarding cultural competencies and related best practices to lead this work in their respective leadership roles.*
- *Throughout the 2019-2020 school year, supervise efforts by all administrators, town safety officials, facilities and other community members to continue to evaluate and improve building safety and protocols.*

Approved by Weston School Committee October 7, 2019