

*Weston's District Strategic Plan 2021-2026, which specifies strategic objectives and initiatives, guides the Superintendent's annual goals below.*

**Goal One: Professional Practice Goal - Management and Guidance**

- *During the 2021-2022 school year, the Superintendent will oversee the implementation of the District Strategic Plan by monitoring progress on the 2021-2022 District Action Plan and the five 2021-2022 School Improvement Plans. The superintendent will regularly share progress towards goals with the School Committee.*
- *During the 2021-2022 school year, the Superintendent will oversee the completion and plan the implementation of program reviews to be done throughout the year; including the Guidance, Athletics, and Social Studies reviews; as well as preparing for reviews of Science, Music and METCO.*
- *During the 2021-2022 school year, the Superintendent, in collaboration with members of the administrative team, will conduct instructional rounds in each of the five buildings to continue to strengthen instructional practices. Findings of this work will be shared with the School Committee.*
- *In the fall of 2021, working with the Director of Libraries and Technology, the Superintendent will create a communication committee to evaluate, adjust, and enhance district-wide and school-based communication practices, including implementing translation services, and reviewing communication both within the district and between the district, schools, and community at large.*
- *During the 2021-2022 school year, The Superintendent and the Assistant Superintendent of Finance and Operations, working with the administrative team and following the guidelines set forth by the state, will make long- and short-term decisions regarding the prioritization and allocation of the ESSER I, II, and III grants, being mindful of how decisions could impact budget growth.*
- *During the 2021-2022 school year, the Superintendent, working with colleagues in the Office of Teaching and Learning, school leaders, and the Weston Education Association, will review and make appropriate changes to the current educator evaluation system.*
- *During the 2021-2022 school year, the Superintendent, working with the administrative team, the Weston Board of Health, town safety officials, and the facilities department, will continue to evaluate, modify, and improve COVID building-safety protocols throughout the district.*
- *Going forward the Superintendent will prioritize hiring faculty and staff of color to more closely mirror the diversity of our students; and implement anti-bias training for hiring managers.*
- *During the 2021-2022 school year, the Superintendent will meet with the Administrative Team at least three times per month to provide team building, professional development, and address district issues, concerns, and initiatives. In the summer of 2022, administrators will be 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.*

## **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) continue work with the RIDES program and within the system on diversity, equity, and inclusion. (iiii) Use and present data when appropriate on all goals listed.*

## **Goal Three: Student Learning Goals**

- *In the fall of 2021-2022 school year, the Superintendent will convene a committee to review the current Middle School and High School schedule to align more closely and best serve students. This group will be made up of administrators, teachers, parents, students, and community members. The committee will provide updates to the School Committee throughout the schedule review process.*
- *During the 2021-2022 school year and over Summer 2022, 100 % of educators in grades 9-12 will have participated in Diversity, Equity, and Inclusivity professional development. The expectation for all educators Pre-K-12 is to implement the practices of Responsive Classroom (Pre-K-8) and Diversity, Equity and Inclusivity strategies once they are trained. By Fall of 2022, the administrative team will have collected data about the initial effects of the implementation.*
- *During the 2021-2022 school year, the Superintendent will continue to support differentiation practice and curriculum alignment at all grade levels and content areas. Throughout the school year the administrative team will collect examples in the Schools that support differentiation and alignment, and then will share them at School Committee meetings.*
- *During the 2021-2022 academic year, administrators will participate in ongoing professional development regarding cultural competencies and related best practices, to lead this work in their respective leadership roles.*
- *During the 2021-2022 academic year, administrators will create a “portrait of a Weston Graduate” as a framework for visualizing all the skills, knowledge, qualities, and habits of mind that students will develop as a student in the Weston Public Schools.*