

FY14 DANVERS PUBLIC SCHOOLS DISTRICT GOALS

THEME I – ACHIEVEMENT

Goal: Curriculum, instruction and assessment necessary to support 21st century learning and effectively meet the needs of all students are consistently used in all classrooms.

Strategic Objective 1: The needs of all learners across the spectrum of abilities and backgrounds are consistently anticipated, planned for and addressed by all staff.

Action: K-12 teachers will learn and/or revisit UDL principles. In turn, they will apply UDL principles in curriculum alignment to the Common Core and in developing district-determined assessments.

Evidence/Success Measures: Aggregate evidence from observations; Evidence from Educator Evaluation system standards 1 & 2.

Person(s) Responsible: Administrators and Teachers

Timeframe: SY 2013-2014

Strategic Objective 2: A rigorous, research-based, aligned curriculum that integrates real world applications is employed across the district.

Actions:

1. K-8 teachers will align content-area curriculum (Science, Social Studies, etc.) to the Common Core literacy standards
2. Content-specific teacher groups will align current curriculum to their respective content curriculum framework.

Evidence/Success Measure: Evidence/Success Measures: Aggregate evidence from observations; Evidence from Educator Evaluation system standards 1 & 2.

Person(s) Responsible: Administrators and Teachers

Timeframe: SY 2013-2014

Strategic Objective 3: Highly effective instruction using diverse and targeted strategies to address the learning needs of all students is in evidence in every classroom.

Action: Through Professional Learning community (PLC) work in aligning to the Common Core, teachers will reflect on and unpack the content and implied pedagogy in the standards.

Evidence/Success Measures: Curriculum maps; Evidence from Educator Evaluation system standard 1

Person(s) Responsible: Curriculum Directors, Principals, and Teachers

Timeframe: SY13-14

Strategic Objective 4: A balanced system of assessments and related data is in use by all teachers to inform instructional decisions.

Action: Teachers will develop district-determined measures following the guidelines of the DESE

Evidence/Success Measures: District and standardized assessments at the DESE required grade levels

Person(s) Responsible: Curriculum Directors, Principals, and Teachers

Timeframe: SY13-14

Strategic Objective 5: Every teacher and all students effectively use technology tools in teaching and learning.

Action: Technology use will be integrated as needed to support student access to the curriculum and the alignment to the Common Core and Next Generation standards.

Evidence/Success Measures: Curriculum maps; Evidence from Educator Evaluation system standard 1

Person(s) Responsible: Curriculum Directors, Principals, Teachers and Technology staff

Timeframe: SY13-14

THEME II – FAMILY & COMMUNITY ENGAGEMENT
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Goal: Productive partnerships are established and sustained with families and the community to support the district's mission

Strategic Objective 1: A welcoming, inclusive environment where diversity is appreciated, valued and celebrated is evident in all schools.

Actions: Each principal discusses with his/her school-based team and makes improvements as needed. (physical signage, security, office greetings, welcome to new families, parent orientations for transition years - K, 5-6, 8-9, display of student work)

Evidence/Success Measure: Parents respond positively on survey indicating the school is an inviting environment for students, parents and community upon entering the school.

Person(s) Responsible: All administrators

Timeframe: Sept/Oct 2013 and ongoing

Strategic Objective 2: Communication systems and strategies are skillfully used to establish trust and to cultivate parent and community understanding and support of the district's goals and practices.

Actions:

1. District and all school websites are updated and maintained
2. District works with DCAT to produce three shows - Fall - DHS project, Winter - Olweus Anti- Bullying and Spring - Health and Wellness
3. District Personnel shares the new strategic plan - vision, mission and goals at PAC's, coffee talks, School Councils, DEEP, DanversCARES, SEPAC, Title One and other community events

Evidence/Success Measure: District Communication Plan is reviewed and updated annually and is understood and followed by all district leaders as reported in surveys

Person(s) Responsible: All administrators

Timeframe: Sept/Oct 2013 and ongoing

THEME III – HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT
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Goal: A well-qualified, highly effective staff is employed by the district and provided meaningful professional growth opportunities that support them in meeting the needs of all students.

Strategic Objective: District hiring policies and practices reinforce continuing employment of a well-qualified, highly effective staff.

Actions: Administrators will use meeting time to discuss, question and clarify expectations for hiring, mentoring, contractual obligations (such as sick, comp. and vacation time) and read all employee contracts. Current practices and procedures around hiring, retention and unsatisfactory performance will be evaluated and a procedural protocol/manual for administrators will be developed. This is also a negotiation year for the teacher contract and time will be spent discussing the needs of the district.

Evidence:

1. A centralized personnel/human resources office will be evident .
2. Retention data

Person(s) Responsible: Team

Timeframe: 2013-2014 academic year.

THEME IV – MANAGEMENT AND OPERATIONS

Goal: District and school leaders effectively use all resources available to them to consistently and cohesively ensure a safe, efficient and effective learning environment.

Strategic Objective 1: The district's staffing and organizational structures complement strategic plan priorities.

Action: Develop needs assessment to identify additions to staff.

Evidence: Review of annual staffing report and organizational structure for efficiencies and alignment with strategic plan priorities.

Person(s) Responsible: Administrative Council

Timeframe: To be completed by February 1, 2014.

Strategic Objective 2: Communications systems between and among schools are effective.

Actions: 1. Post annotated versions of logic models on school and district websites.
 2. Create and implement district-wide calendar.
 3. Immediate incorporation of district vision and mission statements into all standard staff and school communications.

Evidence: 1. Logic models are posted on school and district websites.
 2. Utilization of district calendar by all parties.
 3. Awareness by all district personnel of district vision and mission.

Person(s) Responsible: Administrative Council

Timeframe: Late Fall, 2013 – Logic Models and District Calendar
 Effective September 2013 – Communication of vision and mission statements.

Strategic Objective 3: All school environments enhance student engagement and learning.

Action: 1. Coordinate physical supports as needed as shown in Themes 1 & 3.
 2. Implement Food Services production closer to service (batch cooking), along with upgraded quality products at DHS.
 3. Establish Food Services transition plan for Middle School.

Evidence: 1. Continued ongoing coordination with DPW, faculty and curriculum.
 2. Food Service options (salad bar, food stations, snack bar, before and after school service) and upgraded product quality operational for Danvers High School students and staff.
 3. Transition plan finalized for Middle School.

Person(s) Responsible: Business Manager and Food Services Director

Timeframe: #’s 1 & 2 September 2013; #3 - January 2014

Strategic Objective 4: Stability is provided to the budgeting and planning process and alternate sources of funding are expanded.

Actions: 1. Identify parameters of multi-year budget plan.
 2. Continue DEEP fundraising for technology district-wide.
 3. Promotion of funding sources for Thorpe Library project.

Evidence: 1. Development of multi-year budget plan for 2015 and beyond
 2. Continued DEEP fundraising for district technology
 3. Fundraising efforts evident in district/school communications

Person(s) Responsible: Superintendent and Business Manager

Timeframe: #1. February 2014; #’s 2 and 3 - Ongoing

Strategic Objective 5: The district's technology resources adequately support student learning expectations and district requirements.

Action:

1. Upgrade 2 computer labs at the Holten Richmond Middle School.
2. Upgrade all necessary software across the district to support student learning.
3. Replace all outdated teacher computers in the 5 elementary schools.
4. Complete the installation of a wireless environment in the 5 elementary schools.
5. Bring all new labs, and relocated labs at DHS on-line.

Evidence:

1. Labs setup and operational for Sept. 4th opening
2. Software up to date.
3. 17" iMacs on all elementary teachers desks
4. System tested
5. Labs setup and operational for Sept. 4th opening

Person(s) Responsible: Director of Technology and Information Resources

Timeframe: #1 & 5 December 2013; #2, 3, 4 - June 2014.