



2018-2019 Superintendent Goals

Newburyport Public Schools Mission:

The Newburyport Public Schools, the port where tradition and innovation converge, is to ensure each student achieves intellectual and personal excellence and is equipped for life experiences through a system distinguished by students, staff, and community who: - practice kindness and perseverance - celebrate each unique individual - value creativity; experiential; rigorous educational opportunities; scholarly pursuits; and life-long learning - provide the nurturing environments for emotional, social, and physical growth - understand and embrace their role as global citizens.



Professional Practice Goal (2018-2019)

As I transition into my role as Superintendent of the Newburyport Public Schools, I will develop a comprehensive Entry Plan where I will gather input from key stakeholders & community groups regarding the district's critical needs, and develop strategies and goals that will address them effectively. In addition, I will work with principals and district leaders to ensure meaningful progress is made on district and school goals throughout the school year.

Action Steps:

- Enroll in the DESE New Superintendents Induction Program and work with mentor Joan Connolly.
- Develop & present to school committee a written Entry Plan. This plan will include, but not be limited to, evidence & data to be analyzed, school community members to be interviewed, review of instructional practices, assess district systems of support and departments.
- Continue to compile and analyze entry findings. Begin to identify strengths of the system and areas of growth for improvement.
- Develop methods for assessing central office organization structure, financial management, human resources and operations.
- Continue to research funding resources and review special education costs and programming.
- Continue to use the current Strategic Plan as a guide during the transition to maintain the district momentum and success inclusive of: flexible scheduling/later start, technology education, expansion of world languages, and development of community & business partnerships in preparation for college and career readiness.
- March 2019 - present Entry Plan findings and key strategies to enhance current strategic planning actions steps.
- In April 2019, collaborate with school committee members to begin to identify areas of growth for the district to focus on.
- Continue to enhance communication with School Committee, school district personnel and the community at large through a variety of platforms.

Student Learning Goal (2018-2019)

We will enhance our instructional leadership capacity within the district by collaborating with the Extended Leadership Team to expand their knowledge and understanding of best instructional practices that meet the needs of all learners. We will develop strategies, and monitor the use of instructional strategies, through the DESE evaluation process, to ensure all staff are appropriately supported in their efforts to meet the needs of students.

Action Steps:

- Implement district wide “Learning Walks”.
- The Extended Leadership Team members & educator goals will be aligned with a focus on best practice and measured by student growth.
- Provide professional development & support for principals and district leaders with a focus on instructional leadership strategies.
- The Extended Leadership Team meetings will be structured in a workshop model to share practices and provide ongoing professional development.
- Throughout 2018-2019 school year, the Extended Leadership Team will share instructional leadership resources and professional reflections via Google classroom.
- Update the evaluation software system, (Baseline Edge) to be more user friendly and that will provide ongoing feedback for teachers and support staff on best practices.
- Collaborate with the Extended Leadership Team regarding the Newburyport DCAP (District Curriculum Accommodation Plan) and how to implement best practices.
- Supervise & evaluate principals and central office administrators as instructional leaders.
- Establish Leadership Team norms and strategies for classroom visits along with determining consistent feedback protocols.

District Improvement Goal (2018-2019)

In order to achieve our vision of a school culture where all members of the school community work together, build respect, collaborate and are committed to continuous improvement, we will promote and celebrate student and faculty success. This will be a coordinated effort in recognizing and acknowledging best practices and student achievement through various means of recognition.

Action Steps:

- Enhance communication with faculty and support staff.
- Develop methods/protocols to record or store exemplars of effective practices i.e. Google, Moodle, and Baseline Edge.
- Explore various platforms to share and acknowledge best practices and recognitions: i.e. – faculty meetings, district professional development, School Committee meetings, and social media.
- Upgrade district and school websites for easy access in promoting student achievement/success.
- Enhance the use of social media applications to promote and celebrate faculty and student success. (Twitter, Instagram, School Committee student & staff recognitions)
- Implement & host a community access monthly television show highlighting the successes of the district, staff and students.