

## **SUPERINTENDENT'S GOALS 2009-2010**

### **I. Communication with School Committee, Parents, Community, Faculty, and WEA**

- a) Create an Entry Plan that ensures open sharing between the Superintendent and the School Committee, the Superintendent and parents, and the Superintendent and the community.
- b) Continue to foster educator-to-educator collaboration to improve teaching and learning. Use the Entry Plan to learn how to improve on this effort.
- c) Build constructive relationships with the WEA.
- d) Continue to develop partnerships with higher education, professional associations, and other public and private schools that will further our efforts for innovative programming through grants and other outside funding.

### **II. Curriculum Priorities**

- a) Continue the focus on 6 -12 curriculum coordination, elementary task force work, data-driven instruction, and technology-in-practice. Improve on the success of these priorities through sustained and imbedded professional development programming.
- b) Work with the Principals, Curriculum Coordinators, and the Educational Technology Department to ensure curriculum and technology integration.
- c) Provide professional development to target good instructional practices using technology. Continue to increase the emphasis on introducing instruction, content and course design which focus on 21<sup>st</sup> Century skills.
- d) Work with the Coordinators to recommend enhancement of the Arts and the Language Programs. Dependent on budget constraints, hire a new Coordinator of K-12 Foreign Language.
- e) Work with Student Services to design special education programming that meets the needs of students so they are able to stay in the school district.

### **III. Strategic & Action Planning**

- a) Begin to develop a Strategic Plan with School Committee based on the School Committee goals and input from the 2008 Community meeting. The School Committee and Administration will work to develop appropriate measurements to demonstrate progress in each of the District goal areas.
- b) Administrators and lead teachers will apply the District strategic goals aligned with the Teaching & Learning goals, to further develop and implement school and department Action Plans.

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**IV. Supervision and Evaluation of Teachers and Administrators**

- a) Complete the pilot of a new teacher evaluation system developed by the Teacher Evaluation Design Team, which has membership from administrators and teachers. Work with the Watertown Educators Association to finalize and adopt the systems for implementation in FY '11.
- b) Complete the pilot of a new administrator evaluation system developed by the Teaching & Learning Council. Work with the Watertown Educators Association to finalize and adopt the systems for implementation in FY '11.

**V. Technology Infrastructure**

- a) Complete the hardware and network infrastructure roll out of the second half of the \$1 million capital support from the Town.

**VI. Transition from Assistant Superintendent to Superintendent**

- a) Mentor the new assistant superintendent to ensure a smooth transition for the administrative team, and to continue the initiatives which are underway.
- b) Focus on budget development and solving financial challenges through clear articulation of the budget development process and establishment of appropriate monitoring mechanisms.
- c) Participate in the year-long M.A.S.S. Mentoring Program for New Superintendents, as well as other Superintendent networking programs such as EDCO.