

Superintendent Goals & Educator Annual Plan



<p><u>Edward A Bouquillon PhD</u> <u>Superintendent-Director</u></p>	<p>Plan Start and End Dates <u>July 1, 2015 – June 30, 2016</u></p>	<p>Evaluated by: <u>School Committee</u></p>
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Goals and Educator Plan	
Leadership Goal #1 District Improvement Plan	Leadership Goal #2 District Improvement Plan
<p><i>I will work with MSBA, SC, SBC, Architects, and OPM to develop processes and strategies necessary to promote focused feedback from students, faculty, staff, parents, community, and business partners on planning spaces in an effort to complete our Schematic Design for a school building accommodating 628 students, to be completed by December 1, 2015.</i></p>	<p><i>Throughout the year I will work with the Assistant Superintendent of Finance, SBC and SC to gain local approval of Bonding \$144.9M from our 16 member towns for the School Building Project.</i></p> <p><i>I will also work with appropriate stakeholders to create a mixed use development plan for the campus.</i></p>
Superintendent Rubric Alignment	Superintendent Rubric Alignment
<p>Family and Community Engagement</p> <ul style="list-style-type: none"> • IIIB. Sharing Responsibility • IIIC. Communication <p>Professional Culture</p> <ul style="list-style-type: none"> • IVA. Commitment to High Standards • IVB. Cultural Proficiency • IVC. Communications • IVE. Shared Vision • IVF. Managing Conflict 	<p>Management and Operations</p> <ul style="list-style-type: none"> • IID. Law, Ethics, & Policies • IIE. Fiscal Systems <p>Professional Culture</p> <ul style="list-style-type: none"> • IVA. Commitment to High Standards • IVC. Communications • IVE. Shared Vision • IVF. Managing Conflict

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Timeline, Frequency, or Target Dates	Strategies and Action Steps	Timeline, Frequency, or Target Dates	Strategies and Action Steps
Sept. – Dec. 2015	Coordinate focus groups with SBC, SC, Executive Team, Management Team, Students, Staff, Faculty, Parents, Business Partners, Advisory Committee, and Community Partners to obtain feedback on logistics of space.	Sept 2015- June, 2016	Conduct ongoing communication/outreach efforts to provide accurate information that will facilitate town decision-making. Explore special legislation that will support the District’s project.
Sept. 2015	Tour Educational Facilities with small focus group, including architects.	January - May 2016	Work with appropriate stakeholders to create a mixed use development plan for the campus.
Sept./Dec. 2015	Conduct informational sessions with community stakeholders.		
Resources		Resources	
<ul style="list-style-type: none"> • KBA Architects and Skanska OPM • SBC Members, SC Members, Staff • Draft Drawings • Interview Questions for Each Focus Group 		<ul style="list-style-type: none"> • PowerPoint • Related Documents: “Go It Alone” Option and Repairs Only Attachment, 628 Enrollment Document, Assessment Projection 	
Evidence of Accomplishment/Benchmarks		Evidence of Accomplishment/Benchmarks	
<ul style="list-style-type: none"> • Schematic Design Submission by December 1, 2015 • SKANSKA Module 4 execution schedule 		<ul style="list-style-type: none"> • \$144.9M Bond • Mixed use development plan 	

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<p align="center">Leadership Goal #3 Student Learning Goal</p>	<p align="center">Leadership Goal #4 Professional Practice Goal</p>
<p><i>I will support the development of the Minuteman Academy Model by providing the necessary resources to the Executive Team to allow for implementation of School Wide Goals: (1) To apply Professional Learning Community (PLC) best practices to deeply integrate CVTE & Academic Curricula, enhance literacy in all students, and provide executive function instruction for all students, and (2) To advance the use of technology to enhance teaching and learning, connect globally, and support secure operations.</i></p>	<p><i>I will provide the necessary resources to engage all staff to find the right student for the right program for the right reasons by implementing twenty-four new recruitment strategies which include mailings, promotional materials, a Showcase Day, a Career day, Shadow Days, Accepted Student Dinner, and an ice cream social.</i></p>
<p align="center">Superintendent Rubric Alignment</p>	<p align="center">Superintendent Rubric Alignment</p>
<p>Instructional Leadership</p> <ul style="list-style-type: none"> • IA: Curriculum • IB: Instruction • IE: Data-Informed Decision Making <p>Management and Operations</p> <ul style="list-style-type: none"> • IIB: Human Resources Management & Development Indicator • IIC: Scheduling & Management <p>Professional Culture</p> <ul style="list-style-type: none"> • IVC. Communications • IVD. Continuous Learning • IVE. Shared Vision 	<p>Management and Operations</p> <ul style="list-style-type: none"> • IIB: Human Resources Management & Development Indicator • IID. Law, Ethics, & Policies <p>Family and Community Engagement</p> <ul style="list-style-type: none"> • IIIA. Engagement • IIIB. Sharing Responsibility <p>Professional Culture</p> <ul style="list-style-type: none"> • IVC. Communications • IVD. Continuous Learning • IVE. Shared Vision

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Timeline, Frequency, or Target Dates	Strategies and Action Steps	Timeline, Frequency, or Target Dates	Strategies and Action Steps
Sept. 2015-May, 2016	There will be ongoing meetings and professional development with staff.	July 2015	Develop a recruitment and retention plan to reflect work done with Mark Perna.
Sept. 2015	Develop Professional Development Schedules for Executive Functioning, District Determined Measures, and other Schoolwide Goals.	Sept-May 2015	Continue work with Mark Perna with Enrollment and Retention Team and rolling out to staff.
Sept.-November 2015	DDM Consultant to begin training on DDM's for all Administrators and Educators.	Sept. 2015-June, 2016	Engage all staff in the process of recruitment.
Sept-May	There will be Professional Development activities on Technology, Mental Health, SPED, Co-Teaching, CTE Senior Project, ALICE.	Sept 2015-May 2016	Ensure an up-to-date and user friendly website.
Sept./Oct, 2015	Schedule site visits regarding Academy Model	Sept. 2015	Launch online application and client management software system..
Oct. 2015-May, 2015	Build a team of staff to design an Academy Model for Minuteman	June 2016	Develop an assessment of program effectiveness.
Resources		Resources	
<ul style="list-style-type: none"> School Improvement Plan Consultant: Deb Hale 		<ul style="list-style-type: none"> Admissions and Retention strategies, including career trees, recruitment and alumni video Website Consultant: Mark Perna Assistant Principal of Admissions, George Clement 	
Evidence of Accomplishment/Benchmarks		Evidence of Accomplishment/Benchmarks	
<ul style="list-style-type: none"> Professional Development Schedule Executive Functioning Professional Development Schedule District Determined Measures Professional Development Schedule Identify Academy Model Team Draft Academy Model 		<ul style="list-style-type: none"> Recruitment and Retention Plan Program Copy Point Brochure Enrollment and Retention Plan assessment of program effectiveness of enrollment and retention measures. Promotional materials for Career Day, Showcase Day, Shadow Days, Girls in STEM, and Accepted Student Dinner Evening. 	

Superintendent Signature _____
 School Committee _____
 Designee Signature: _____

Date: _____
 Date: _____