

Executive Director Goals 2021-22 (Draft)
Ellen Linzey

1. Student educational attainment (25%)
 - a. Demonstrate effective leadership as school continues to navigate the impact of the COVID-19 virus and variants and potential moves between remote, hybrid, or in-person learning models through the remainder of academic year through use of surveys, direct report evaluation data
 - b. At least 98% of students in grades 9-12 score at the Advanced or Proficient level on MCAS Math, Science and ELA
 - c. 85% of all AMSA students will take at least one Advanced Placement course during their high school career.
 - d. The number of Advanced Placement exams taken by AMSA students earning at least a score of "3" will exceed the state average by 15% and the national average by 20%.

2. Social and Emotional Learning (25%)
 - a. Provide AMSA staff with 2-3 professional development opportunities focused on social and emotional learning
 - b. Collaboratively create a set of teaching and learning protocols (The AMSA Way) that support students socially and emotionally and that are reflective of the best teaching practices (AMSA 2025 document)
 - c. Implement a student climate survey in the early spring of 2022 and use the results to inform AMSA 2025 work and SEL planning

3. Organizational effectiveness (20%)
 - a. Continue to build a collaborative community based on mutual trust and respect
 - b. Demonstrate effective management of the Construction Project Task Force with the primary goal of breaking ground by June 30, 2022
 - c. Demonstrate the effectiveness of the new management structure for long term sustainability by successfully meeting overall goals for the year
 - d. Operate school within Board-approved operations budget
 - e. Work within the Construction Project Task Force to create a board-approved construction project budget
 - f. Operate construction project within separate Board-approved project budget

4. Inclusion and Belonging (DEI) (15%)
 - a. Identify and use a well-researched tool to conduct a DEI self-assessment for AMSA with the help of a multi-stakeholder team. Based on the result of the self-assessment, create a multi-year plan targeting priorities to focus on.
 - i. To include:
 1. Inclusion and Belonging Student Climate Survey

2. Creation of an AMSA Equity Vision Statement as a foundation for the work moving forward
 3. Creation of an AMSA website page dedicated to communicating the work being done
 4. Communicate the progress to the board quarterly
 - b. Create a school culture which offers a sense of community and belonging that is attractive to a highly diverse teaching and administrative staff that reflects the demographics of our school community
5. Development goal (10%)
 - a. Develop a Capital Campaign Committee of at least 6 active members
 - b. Create an internal structure which can support a multi-year campaign
 - c. Work directly with the Development Committee, Capital Campaign Committee and the Campaign Consultant to launch the campaign by the spring
6. Executive Director professional development (5%)
 - a. Charter School ED Leadership Program - Massachusetts Charter Public School Association (MCPSA)
 - i. Executive Director Group Coaching - monthly meeting
 - ii. Executive Director Consultancy Group - monthly meeting
 - iii. Executive Director Northeast & Central Regional Alliance - biweekly meeting
 - iv. Executive Director White Allies Discussion and Consultancy Group - quarterly