

SOUTHINGTON PUBLIC SCHOOL DISTRICT

Office of the Superintendent
Steven G. Madancy

SQM

To: Board of Education Members

Date: October 26, 2023

Re: Superintendent's Goals 2023-2024

Within, you will find the superintendent's goals and their alignment with [Board of Education Policy 2131 \(adopted May 2013\)](#) and accompanying regulations.

In this version, I will identify the key priorities and responsibilities and attempt to tag each to the specified area identified in **Policy 2131**, which may include one or more of the following:

- Implementation of Board Policies and Procedures (A1)
- Administration of the Southington Public Schools (A2)
- Ongoing Improvement of the Southington Public Schools (A3)
- Relationship with Board of Education (A4)
- Community Relations (A5)
- Fiscal Management (A6)
- Personal Qualities (A7)
- Staff and Personal Relationships (A8)
- Plant Management (A9)
- Instructional Leadership (A10)

The goals presented within are a combination of work relative to some of last year's focus and priorities and new efforts to move the district forward.

Areas identified are meant to bring about organizational progress and improved student achievement while intentionally focusing on the "whole child" beyond test scores and academic indicators.

- 1. In collaboration with the administration, teaching staff, and the Board of Education, the superintendent of schools will continue to work towards actualizing assured experiences for students relative to our Vision of a Graduate. (A2, A3, A8, A10)**
 - a. The superintendent of schools, in collaboration with the administration, teaching staff, and the Board of Education, will work to introduce a new Teacher Evaluation and Support Plan that complies with recent legislation and promotes teacher and administrator support and growth.

- b. Continue work with in-line building administrators through ongoing professional development and frequent and continuous building visits to calibrate observed teaching and learning in classrooms specific to the Science of Reading and grow administrative proficiency in providing meaningful, clear, and actionable feedback to staff.
- a. Work collaboratively with the Assistant Superintendent and instructional leadership at the secondary level to identify opportunities for students to pursue pathways providing real-world, authentic experiences that will allow the use of the 21st-century skills identified within the district's Vision of a Graduate.

2. In collaboration with the administration, Board of Education, and town officials, the superintendent of schools will work to establish a budget that recognizes the financial challenges associated with the current fiscal situation at the town and state level yet meets the needs of students in the district. (A2, A3, A4, A5, A6)

- a. Develop a budget that offsets costs associated with the use of federal ARP ESSER or Non-Lapsing Account funding.
- b. Develop a budget that moves past the level services budgets proposed in the past two years.
- c. Work closely with the Board of Education, town manager, and elected officials of the Board of Finance and Town Council to promote a shared understanding of the needs and strategies of the district in finalizing the budget.
- d. Seek alternate ways to provide meaningful and relevant data aimed at increased awareness of student needs and district funding against previous years and funding levels of comparative surrounding districts.

3. The superintendent of schools, in collaboration with the administration, Board of Education, town officials, staff, and community members, will work to improve district facilities including elementary buildings and athletic facilities. (A3, A5, A6, A8, A9)

- a. Meet with various community stakeholder groups to raise awareness of needs associated with district-wide facilities.
- b. Develop, gain community support, and adopt a district-wide facilities plan addressing:
 - Elementary facilities, including KES, FES, DES, and Karen Smith Academy school construction scenarios.

- HVAC at five elementary schools
- Roof replacements at three elementary schools
- Athletic facilities

4. The superintendent of schools will engage in community partnerships that raise awareness and improve the district's profile within the community of the work and outcomes associated with excellence in the district. (A4, A5, A8, A10)

- a. Develop and implement an enhanced digital presence for the district to aid engagement and communication.
- b. Work with local media to highlight and recognize teaching excellence across the district.
- c. Redesign the district website to promote ease of use, access to information, and excellence across the district.

5. The superintendent will continue to work collaboratively with Board of Education members, with a focus on improved regular communication between the Superintendent and Board members. (A1, A2, A4, A8)

- a. Deliver a weekly update to Board members that serves the dual purposes of information and follow-up on outstanding items.
- b. Administrative onboarding of newly elected Board members to assist with understanding the complexities and roles of operations and instruction across the district.
- c. Provide administrative reports informing the Board of upcoming opportunities, accomplishments, and announcements relative to district operations and engagement.