Bristol Warren Regional School District
Superintendent's Goals
2024-2025
School Committee Personnel Subcommittee Meeting 9/13/24
Review Timeline & BOY Goals

Goal 1: Engage families and community partners in creating safe, inclusive, vibrant and adaptive learning environments that support all students in realizing their full potential as productive and successful members of our community.

Key Actions:

1.) Support District & School Admin to increase student proficiency by academic achievement (2023 scores from RIDE's Assessment Data Portal: ELA SAT - 76.9% , Math SAT- 35.7% , ELA RICAS - 48%, Math RICAS - 46%); Goal for FY24 ELA SAT - remain above 75%, Math SAT +10 pts. to 45.7%, ELA RICAS - +7 pts. to 55%, Math RICAS - +7 pts. to 53%

Benchmarks:

1.) By March 1 review mid-year data and action steps; share and review with the School Committee at March meetings. Mid-year presentation Mid-year with RICAS
2.) By June 1 collect new school improvement plans for 24-25. SIPs will be presented to the SC at the June 10, 2024 SC meeting. Increased student achievement as measured by data currently available in the district within the 2024-2025 School Improvement Plans.

Goal 2: Strengthen student's PK-12 roadmap to college and careers through high quality core curriculum and robust Multi-tiered Systems of Support within each school.

Key Actions:

1.) Align all resources in support of the Strategic Plan as outlined in the district improvement plan and the school improvement plans.
2.) Demonstrate the effectiveness of programs and initiatives on student achievement.

Benchmarks:

1.) Add additional CTE programming in Health Careers We will be submitting in the Fall
2.) Update Graduation Policy to align with change in Secondary Regulations. Still awaiting RIDE language

3.) Launch Freshman Academy in the 24-25 school year. Teachers volunteered for FA and will be planning this summer for a Fall launch

Goal 3: Develop High Quality Professional Learning experiences for all staff that are relevant, purposeful, systematic, and structured with a goal of improving and building upon educator's practices and student outcomes.

Key Actions:

1.) Review district-wide professional learning plan with District Leadership team detailing evidence of timeline and completion.
2.) Support School Administrators and review School Improvement Plans that work to improve teaching practices and student outcomes. (2023-24 School Improvement Plans)
3.) Meet with the District Professional Learning team to plan 24-25 professional learning offerings.

Benchmarks:

1.) Surveyworks data from individual schools and increase employee satisfaction regarding professional learning at schools and district-wide

Professional Learning Survey Question from Survey Works Survey:

Spring Teacher Survey	**2023 Professional Learning**	**2024 Goal for Professional Learning**	**2024 data**
District-wide:	22% Favorable	40% Favorable	27%

Spring Support Professional Survey	**2023 Professional Learning**	**2024 Goal for Professional Learning**	**2024 data**
District-wide:	41% Favorable	50% Favorable	31%

2.) New survey data from EAB. (Results from Staff Morale Survey from 22-23)

Goal 4: Communicate timely and intentionally with students, families, staff, and the community to create and deepen an intentional, inclusive and transparent culture.

Key Actions:

1.) Review School Committee policies.
2.) Create a cohesive brand for external and internal communication purposes for all communications.
3.) Utilize website, email, and social media to communicate district information.
4.) Meet regularly with union leadership through the year.
5.) Attend student events regularly throughout the year.
6.) Develop partnerships/relationships with identified organizations.

Benchmarks:

1.) Schedule for cycle of review of all School Committee policies.
2.) Continuously updated headlines and feature articles posted on district website. (Communications FTE; BWRSD Website)
3.) Monthly District Newsletter Updates on various activities happening in the district.
4.) Monthly meetings with Roger Williams and with the Eastbay Chamber of Commerce.

Goal 5: Create and maintain a positive school culture and climate for all students and staff.

Key Actions:

1.) Improve staff morale through the use of regular recognition via personal notes and social media by the central office and building leadership.
2.) Fully implement the Multi-Tiered Systems of support in all schools, with a focus on restorative intervention on behaviors.
3.) Improve transparency in district and school initiatives through up-front and regular communication.
4.) Maintain regular meetings of the Superintendent's Advisory Committee

Benchmarks:

1.) Review student and staff attendance, disciplinary referrals.
    - Reduce chronic absenteeism by 5%
        - 22-23 24.6% chronically absent
        - 23-24 18% Chronically absent (approximately-based on internal data)
    - Reduce Suspensions to 1% per 100 students
        - 22-23 5.6% out of school suspension per 100 students
        - 23-24 3% out of school suspension per 100 students (approximately-based on internal data)

2.) Review school meeting minutes and procedures for MTSS meetings and recommendations.
3.) Improved data on Staff morale survey in metrics for recognition and appreciation.