

Marblehead Public Schools
Administrator Evaluation Goals
November 2025-June 2027

Name: John J. Robidoux

Goal 3: District Improvement Goal:

1. Name of Goal:

Continuation of the development of the Marblehead School District Improvement Plan (DIP) 2026-2029

2. Summary/description of goal:

Massachusetts requires the establishment and implementation of a District Improvement Plan (DIP) for public schools in three year increments. The DIP is sometimes referred to as a strategic plan.

3. Why did you choose this goal?

Marblehead currently has a “Plan for Success” in place which is due to be revamped in the 2026-2027 school year. It is important that a new plan is created and that the plan ensures input and feedback from all stakeholders. Each School Improvement Plan is supposed to align with the DIP and that will be the focus as we develop the updated plan for the district.

4. How will you measure this goal?

This goal will be measured by the steps outlined to complete the plan and the completion, approval and dissemination of the plan itself. The district administrators and building administrators have provided input to the plan. The document that will be shared with staff and the School Committee (hopefully by the end of December). Once that input is integrated, the document will be sent to secondary students and parents/caregivers for input (end of January-February). The final pieces to the plan development will be to garner further feedback from the School Committee and present the plan in public for final approval and dissemination (April/May School Committee meeting). Stakeholder input into the creation of the plan will, by virtue of each step in the process, measure the goal as the plan is developed. The new plan will be much more comprehensive and will include specific goals, benchmarks and objectives. Ultimately, School Committee approval and dissemination of the plan will measure and monitor the progress of this goal.

5. What will the evidence be that demonstrates meeting this goal?

Evidence of meeting this goal will be the completion of each of the aforementioned steps and by the final plan being presented to the School Committee in the spring based upon data collected from student, parent, caregiver, community and staff surveys.

6. What is the timeline for this goal? (start, benchmarks, end)

The District Improvement Plan is in process with stakeholder input being solicited. Currently, district administrators have provided their input. Staff and community members will have the opportunity to provide their input. The proposed DIP will then be brought to the school committee for input and feedback prior to final acceptance of the plan in order to be implemented for the start of the 2026-2027 school year.

Standards and Indicators:

I. Instructional Leadership

I-B: Instruction

I-E: Data-Informed Decision-making

II. Management & Operations:

II-A: Environment

II-E: Fiscal Systems

III. Family & Community Engagement:

III-A: Engagement

III-C: Communication

IV. Professional Culture:

IV-A: Commitment to High Standards

IV-E: Shared Vision