

Ipswich School Committee 2025-26 Goals

Aligned with the DESE Superintendent Evaluation Rubric *with Metrics for Accountability*

The Ipswich School Committee sets forth the following goals for the 2025–26 school year. These goals are framed as governance responsibilities: ensuring policy oversight, fiscal stewardship, accountability, and community engagement, while holding the Superintendent and district leadership responsible for implementation.

Standard I: Instructional Leadership

Goal 1: Ensure Rigorous, Inclusive Teaching and Learning

The School Committee will provide oversight of curriculum, instruction, and student outcomes by monitoring achievement data, equity, and access to enrichment, while holding the Superintendent accountable for continuous improvement.

We will:

- ❖ Review academic trends and action plans in response.
- ❖ Review equity gap data annually and action plans in response.
- ❖ Review annual summaries of extracurricular participation, Elementary to Middle and Middle to High School retention, graduation rates, Social Emotional Learning measures and overview of support services and responsive implementation. .

Metrics:

1. *Review of Student Achievement Trends*
 - *Meaning: Tracks overall district progress on learning outcomes.*
 - *Purpose: Ensures high expectations for all learners and identifies gaps in achievement.*
 - *Measurement: Committee reviews quarterly summaries of benchmark and progress-monitoring data (Examples: MCAS, DIBELS, STAR, Etc.) asks questions & provides feedback to Superintendent.*
2. *Equity Oversight*
 - *Meaning: Focuses on subgroup performance and access to learning.*
 - *Purpose: Ensures equity remains central in district strategies.*
 - *Measurement: Committee reviews equity gap data once per year; requests action plans from Superintendent as needed.*

3. *Extracurricular and SEL Oversight*

- *Meaning: Monitors student well-being and holistic development.*
- *Purpose: Confirms enrichment opportunities and SEL supports are effective and equitable.*
- *Measurements:*
 - *Committee reviews annual summaries of high school extracurricular participation reports (Sports, music, theatre, clubs, including total percentage participating and breakdowns within) and SEL support services; provides guidance for improvements.*

Related Indicators: I-A, I-B, I-C, I-E, I-F

Standard II: Management and Operations

Goal 2: Oversee Safe, Equitable, and Effective Operational Systems

The School Committee will provide oversight of district operations by reviewing reports on facilities, budgets, and safety; approving key policies and plans; and holding the Superintendent accountable for transparent communication and long-term fiscal responsibility.

We will:

- ❖ Approve FY26 budget at Town Meeting.
- ❖ Approve updated long-term capital plan by spring 2026.
- ❖ Engage in long-term budget planning to assess the district's financial sustainability, including evaluation of potential override needs, timing, and frequency to support educational priorities and maintain fiscal stability.
- ❖ Review updates on MSBA project.
- ❖ Collaborate with the School Building Committee, other local boards and administrators to advance the MSBA process for a new Community Elementary School.
- ❖ Stay informed and engaged with town-wide initiatives by collaborating with other Town boards to ensure the School Committee is aware of relevant projects and can provide input when appropriate.
- ❖ Continue the ongoing policy review 3-year cycle.
 - Complete new Athletic policy by June 2026.
 - Evaluate updated Feoffee policy by June 2026, further review of Paine/TWIG grants if needed by Fall 2026.
 - Field trip rubric
- ❖ Review annual report on Feoffee distributions.
- ❖ Review annual report on override/stabilization fund projections.
- ❖ Address unanticipated health, safety, or facility improvements

Metrics:

1. Budget and Capital Plan Approval

- *Meaning: Ensures fiscal responsibility and alignment with district priorities.*
- *Purpose: Guaranteed resources support student learning and safety.*
- *Measurement: Approve FY26 budget at Town Meeting; approve updated long-term capital plan by spring 2026 and long-term budget planning and override assessments.*

2. MSBA and Facility Oversight

- *Meaning: Monitors progress of the new Community Elementary School and other capital projects.*
- *Purpose: Ensures transparency, equity, and timely progress.*
- *Measurements: Review updates on MSBA milestones; approve recommendations requiring Committee action.*

3. Policy and Fund Oversight

- *Meaning: Governs key financial and policy decisions.*
- *Purpose: Ensures equitable use of funds and long-term sustainability.*
- *Measurements: Evaluate updated Feoffee policy by June 2026; review annual report on distributions; review annual report on override/stabilization fund projections.*

Related Indicators: II-A, II-B, II-C, II-D, II-E

Standard III: Family and Community Engagement

Goal 3: Strengthen Trust and Engagement with Families and the Community

The School Committee will foster transparent communication, meaningful public engagement, and strong community partnerships to build trust and strengthen educational outcomes.

We will:

- ❖ Keep the community informed through monthly newsletters, website updates, and other communication initiatives that are accessible to all.
- ❖ Increase community engagement opportunities (forums, surveys, listening sessions).
- ❖ Track committee appointments and ensure engagement opportunities are accessible.
- ❖ Review Superintendent updates on safety initiatives and provide feedback and communicate with the community.

Metrics:

1. Transparent Communication & Accessibility

- *Meaning: Ensures that district and School Committee information is consistently shared and understandable by all stakeholders.*
- *Purpose: Builds trust, accountability, and confidence in district governance; ensures families and community members can follow decisions and progress.*
- *Measurements:*
 - *Approve and monitor monthly newsletters or website updates.*
 - *Offer communication channels for accessibility, translation, and effectiveness.*

2. Community Engagement and Input

- *Meaning: Provides meaningful opportunities for families and community members to contribute their perspectives and feedback.*
- *Purpose: Ensures decision-making reflects community needs and priorities, and fosters shared ownership of district goals.*
- *Measurements:*
 - *Keep current list of year-over-year participation and community committee appointments, ensure awareness of upcoming appointments.*

3. Safety and Partnership Oversight

- *Meaning: Monitors district collaboration with local agencies and partners on student safety and well-being initiatives.*
- *Purpose: Promotes a safe, supportive learning environment and ensures the community is informed about key initiatives.*
- *Measurements:*
 - *Review Superintendent updates on safety initiatives and other relevant programs.*
 - *Provide Committee feedback on initiatives and ensure communication with the public via newsletters, reports, or website updates.*

Related Indicators: III-A, III-B, III-C, III-D

Standard IV: Professional Culture

Goal 4: Foster a Collaborative, Reflective, and Inclusive District Culture

The School Committee will model collaborative governance, conduct ongoing self-assessment, and ensure district leadership upholds equity, professionalism, and continuous improvement.

We will:

- ❖ Review and approve Superintendent goals by November 2025.
- ❖ Complete Superintendent evaluation by June 2026 using DESE rubric.
- ❖ Conduct mid-year (Feb) and end-of-year (June) School Committee self-assessment.
- ❖ Support effective onboarding and progress monitoring for building administrators.

Metrics:

- 1. Superintendent Goal Alignment and Evaluation*

- *Meaning: Aligns Superintendent priorities with Committee goals.*
- *Purpose: Provides clear expectations for professionalism and accountability for leadership.*
- *Measurement: Review and approve Superintendent goals by November 2025; complete evaluation using DESE rubric by June 2026.*

2. *Committee Self-Assessment*

- *Meaning: Evaluates Committee effectiveness and governance practices.*
- *Purpose: Promotes continuous improvement and models reflective leadership.*
- *Measurement: Conduct mid-year (Feb) and end-of-year (June) self-assessment; document and follow up on action items.*

3. *Equity and Leadership Oversight*

- *Meaning: Reviews progress on district leadership development and equity efforts.*
- *Purpose: Ensures a professional culture rooted in equity and inclusivity.*
- *Measurement:*
 - *Provide feedback and guidance on administrative team performance as part of regular governance oversight.*
 - *Fostering culture and inclusive, positive community culture.*

Related Indicators: IV-A, IV-B, IV-C, IV-D, IV-E, IV-F