2025-2026 Superintendent Goals

Goal 1. Instructional Leadership
Goal Title: Strengthen Data-driven and Equitable Teaching and Learning
Standards: I-A, I-B, 1-C, I-E and I-F
Aligned School Committee Goal: Ensuring rigorous, inclusive Teaching and Learning

Action Steps

1. Facilitate periodic presentations on achievement data and how the data is used by teachers and staff.
2. Present an annual equity gap report, identifying trends in subgroup performance and access to academic programs.
3. Provide an annual report on extracurricular participation, retention trends, and student service information.
4. Conduct at least two instructional walkthroughs in each building, collaborating with the Director of Teaching and Learning and the building administration to identify strengths and needs.
5. Create remedial action plans where necessary/appropriate.

Benchmarks and Evidence

1. List of School Committee presentations throughout the year.
2. Equity report presented to School Committee
3. Extracurricular participation report, retention trends data, and Student service information presented to the School Committee.
4. Develop and deliver a Field Trip Rubric including how trips are scheduled, funding sources, and concerns for travel out of state/country.
5. Summary of instructional walkthrough themes shared with the School Committee.
6. Provide remedial action plans where necessary/appropriate.

Goal 2. Management and Operations
Goal Title: Ensure Safe, Efficient and Transparent District Operations
Standards: II-A, II-B, II-C, II-D, II-E
Aligned School Committee Goal: Oversight of Safe, Equitable, and Effective Operations

Action Steps

1. Develop and present the FY27 budget with a one-page “Budget at a Glance” for community clarity.
2. Collaborate with the Town manager and Finance Director to submit an updated 5 year Capital Plan by the Spring of 26.
3. Provide required documents to the MSBA according to the guidelines and timeline for each module in the process.
4. Support the completion and implementation of/or required policy updates including the Athletic policy, updated Feoffees policy, and the sustainability and wellness policies.

Benchmarks and Evidence

1. FY27 budget approved by School Committee.
2. Capital plan submitted and FY27 items approved by voters at town meeting.
3. MSBA updates provided to School Committee
4. Required policies prepared and reviewed on schedule.

Goal 3. Family and Community Engagement
Goal Title: Strengthen Communication, Trust and Community Partnerships
Standards: III-A, III-B, III-C, III-D
Aligned School Committee Goal: Trust and Engagement with Families and Community

Action Steps

1. Publish weekly updates to the parent community in an accessible/translatable format.
2. Maintain an updated list of School and District Committee appointments and notify the School Committee and community when vacancies arise and maintain them on the district website.
3. Review and develop action plans in response to parent athletic surveys.
4. Provide an annual safety update summarizing drills, collaborations with Police, Fire and Mental health agencies.

Benchmarks/ Evidence

1. Weekly updates and other special notices published.
2. Updated Committee appointment list shared annually.
3. Present action plans to the School Committee as appropriate.
4. Annual safety update provided along with any security concerns reported immediately.

Goal 4. Professional Culture
Goal Title: Foster a Collaborative, Reflective, and Inclusive District Culture
Standards: IVA, IV-B, IV-C, IV-D, IV-E, IV-F
Aligned School Committee Goal: Professional Culture and Effective Governance.

Action Steps

1. Submission and approval of Superintendent Goals
2. Monitor effective leadership/assimilation of new administrators.
3. Meet with administrators regularly to review goals, provide support and identify support needs.
4. Provide updates on DEI work in each school.
5. Support the School Committee's mid year and end of year self assessments and provide follow up action summaries.

Benchmarks/Evidence

1. Superintendent Goals approved in December, 2025 and evaluation completed by May, 2026.

2. Annual report on DEI work in the district.
3. The superintendent will document and present to the School Committee the systems and structures used to supervise, support, and evaluate district administrators, including an evaluation timeline and performance monitoring, without personnel-specific information.