

Interim Superintendent Goals FY27

Goal 1: Effective Entry and Direction Setting

By late spring, the district will have broad recognition by key stakeholder groups about the district's most critical needs and will have a widely understood process underway to identify the strategies and goals that will address those needs most effectively, and the measures that will be used to assess progress.

Key Actions

1. By the end of September, present to the School Committee a written **Entry Plan**, including (a) types of evidence to be analyzed, (b) stakeholders to be interviewed, (c) methods for assessing instructional practice, (d) process to be used to identify any access and achievement gaps, (e) methods for assessing district systems of support including financial management, human resources, and operations.
2. By April, complete and present a **Report of Entry Findings** that (a) synthesizes evidence, (b) identifies strengths of the system and the most critical areas of the system that require further inquiry, (c) identifies next steps for study.
3. By May, launch a process to engage key stakeholders in identifying key strategies to improve student learning and other district systems of support.

Benchmarks

1. Presentations completed on schedule
2. Strategy development process launched

Goal 2: Maintaining Momentum During the Transition

Keep the district moving forward during this year's transition in leadership by working with principals and other district leaders to ensure that meaningful progress is made on critical district and school goals.

Key Actions

1. By October 30, 2026, review and establish student learning goals, professional practice, and district/school improvement goals with all principals and administrators.

2. By April 1, complete Formative Evaluation conferences with each principal and district administrators the superintendent supervises.
3. By May, complete at least 5 school visits to each school.
4. By June 30, analyze progress on goals and complete Summative Evaluation Reports for all supervisees.

Benchmarks

1. Completed Educator Evaluation Plans
2. Log or notes demonstrating at least 5 visits per school
3. Analysis of Summative Evaluation Reports demonstrates “meets” or “exceeds” rating on 75 percent of principal and district administrator goals

Goal 3: (Professional Practice) New Superintendent Induction Program

Develop skills in strategy development, data analysis, and instructional leadership by actively engaging in the first year of the New Superintendent Induction Program.

Key Actions

1. Attend eight day-long sessions.
2. Complete NSIP assignments.
3. Meet with the assigned coach at least monthly.

Benchmarks

1. The calendar documents attendance and contact with the coach
2. Verification from NSIP that the superintendent actively engaged in the first year of the program