

FY12 District-Wide Goals

Year 4 of Strategic Plan High Expectations

Theme 1 – Curriculum, Instruction and Assessment

Theme 2 – Student Support

Theme 3 – School Climate and Culture

Goals addressed –

- Ensure that a current, rigorous, common curriculum, aligned with state standards, that provides students with real world applications and is backed by strong evidence supporting its viability to meet student and district needs, is in use across the district
- Use multiple forms of assessment that are grounded in objective data to inform teachers' instructional decisions and to regularly provide meaningful feedback to students and parents.
- Ensure that the intellectual, emotional, physical and social needs of all students are identified, addressed and coordinated to support their learning
- Build and cultivate school cultures that encourage and provide for teacher collaboration and sharing

Implementation Strategy – Realign curriculum to the Common Core, layer student support and develop assessments that demonstrate high expectations for all

Completion Date – *June 2012*

Who is Responsible – *Curriculum Directors, Principals, District Data Team Members, Teacher Leaders and Teachers*

Success Measures –

- Increase in the percentage of students scoring at or above proficient on the Spring 2012 MCAS tests and increase positive trends in MA DESE growth model data
- Standards-based assessments and protocols are developed (d), piloted (p), and implemented in core subject areas K-12
- A three tier model of intervention for students identified as academically at risk is developed (d), piloted (p) and effectively implemented PreK-5 across the district
- Teachers, support staff, and administrators report an increase in the number of opportunities that encourage teamwork and collegiality as measured by School Climate surveys

Theme 4 – Human Resources

Goal addressed - Ensure consistency of performance planning, evaluation, and ongoing feedback for all employees that address the high and clearly articulated expectations of the school system

Implementation Strategy – Develop plan for the implementation of the revised MA DESE evaluation regulations for September 2012

Completion Date – June 2012

Who is Responsible – Administrative Team, School Committee, DTA

Success Measure – Evaluation processes for teachers, teaching assistants, nurses, custodians, office personnel, administrators, and superintendent that are reviewed, refined and revised as needed to reflect district commitment to high expectations and effective job performance are in place

Theme 5 – Facilities and Technology

Goal addressed – Provide facilities and technology necessary to support student learning expectations throughout the school system and ensure that resources are equitably distributed across all schools and across the district

Implementation Strategy –

- Seamless move and set up of administrative and educational technology to the new DHS building
- Develop a strategic plan for the curricular integration of technologies that will move from the Dunn building to the elementary schools.
- Develop a management plan for the integration of mobile devices into the districts network.
- 5 Year Technology Plan Implementation – Ongoing

Completion Date – April, 2012 and June, 2012

Who is Responsible –Technology Director and technology staff

Success Measure – Multi-Year District Technology Plan (DTP) is developed, and implemented

Theme 6 – Communication, Partnership and Planning

Goal addressed – Strengthen communication systems and strategies to build shared expectations, understanding and trust with parents and community members about the school system

Implementation Strategy – revise district communication plan to focus on 21st century learning – What does it look like? Why is needed? And what resources are needed?

Completion Date – June 2012

Who is Responsible – Administrative Team

Success Measures –

- District parents report an increasingly favorable rating of the school system overall and their knowledge of the school system's goals on school effectiveness surveys to achieve a 90% rating
- 95% of community groups give the school system a favorable rating related to their knowledge of the school system's goals on annual feedback surveys

Theme 7 – Budget and Finance

Goal addressed – Access alternative sources of funding to support and enhance the school district's traditional funding sources

Implementation Strategy –

- Work with the Danvers Educational Enrichment Program (DEEP) to secure \$500,000 of outside funding to support technology in the new DHS building including foundation grants and naming opportunities.
- Review current facilities rental policy, research other policies and make recommendations to school committee
- Explore other alternative revenue streams to the district.

Completion Date – June, 2012

Who is Responsible – Central Office, Technology Director, School Committee

Success Measure – The district's facilities use policies provide for greater use by the community in ways that can be revenue producing

Continuation of FY10 Goals through the five years of the strategic plan

The DHS renovation project will be ongoing with 2013 completion date.

Schools will implement their school improvement plans with their school councils.