

## **FY10 District-Wide Goals**

### **Theme 1 – Curriculum, Instruction and Assessment**

**Goal 1- 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.**

*Strategy* - Ensure that a rigorous core curriculum is available Pre-K-12 and is consistent and well sequenced with benchmarks and built-in accountability for administrators, teachers and students

*Action* – All teachers of English/Language arts will take the Survey of Enacted Curriculum. This survey will ask teachers to provide the depth to which they are teaching the Massachusetts Curriculum Frameworks. Upon completion of the survey, the teachers will be asked to compare their actual (enacted) curriculum with the frameworks. This will allow us to better pinpoint the strengths and challenges in our curriculum and allow us to shore up some differences in the curriculum as it is delivered from classroom to classroom.

*Success Measure* – Classroom observations provide evidence of consistent implementation of core curriculum (35%, 75%, 100%)

### **Theme 2 – Student Support**

**Goal 2 – Ensure that the intellectual, emotional, physical and social needs of all students are identified, addressed and coordinated to support their learning**

*Strategies* – Develop internal and community partnership systems of providing mentoring and after school support for students as identified by staff and continue to provide parent education opportunities to assist in supporting children

*Action* – Implement DanversCARES goals for 2009-2010

*Success Measure* – Mentoring, after school activities, curriculum and parent programs are developed in partnership with the community and are available for identified students and parents. (develop, pilot and implement)

### **Theme 3 – School Climate and Culture**

**Goal 1 – Provide inclusive, welcoming and safe school environments that invited students and their families to school, promote respect for all individuals and cultivate enthusiasm for learning**

*Strategy* – Ensure that staff embodies the school and district vision, mission, and core values and that students and staff consistently reinforce expectations for behavior of all who participate in schools’ activities

*Action* - Implement School Council Goals

*Success Measure* – Students, staff and parents continually participate in shared decision making through the schools, school councils and district-wide committees (baseline through highly effective)

**Goal 2 - Promote the appreciation and valuing of diversity in all school environments**

*Strategy* - Increase opportunities for the school community to experience a wide range of diversity through multiple means

*Action* - Through the largesse of the Tower Foundation Data Driven Instruction Grant, all administrators will work with consultant Ron Walker to look at our curriculum and student achievement through the lens of cultural awareness and proficiency. We have scheduled three one-day retreats throughout the 2009-2010 school year to accomplish this.

*Success Measure* – Students and staff annually participate in initiatives that promote awareness and sensitivity to diversity in all schools (baseline through highly effective)

**Goal 3 - Build and cultivate school cultures that encourage and provide for teacher collaboration and sharing**

*Strategy* – Build and support professional learning opportunity communities within schools and across the district

*Action* – Implement revised 2009-2010 school calendar with nine early release days

*Success Measure* - Teachers, support staff and administrators report an increase in the number of opportunities that encourage teamwork and collegiality (10%, 20%, 30%, 40%, 50%)

<b>Theme 4 – Human Resources</b>
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**Goal 5 - Ensure consistency of performance planning, evaluation, and ongoing feedback for all employees that address the high and clearly articulated expectations of the school system.**

*Strategy* - Strengthen the performance planning and evaluation process for all levels of staff and monitor for consistent implementation

*Action* – Administration will hold one another accountable for precise, timely and focused feedback to teachers in the formal evaluation process. Expectations will center around the goals of the Strategic Plan and district goals for student achievement and improvement.

*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 (all personnel)

## **Theme 5 – Facilities and Technology**

**Goal 1 – Provide facilities and technology necessary to support student learning expectations through the school system and ensure that resources are equitably distributed across all schools and across the district.**

*Strategy* – Implement High School Building Plan

*Action* – Move forward with funding agreement and construction in conjunction with MSBA

*Success Measure* – New Danvers High School is completed (timeline with MSBA)

## **Theme 6 – Communication, Partnership and Planning**

**Goal 3 – Continue and strengthen collaborations and partnerships with community organizations and town officials**

*Strategy* - Maintain the school system’s strong, collaborative partnership in local government and continue to engage in dialogue and community building.

*Action* – Outreach to all community groups and develop survey.

*Success Measure* – 95% of community groups give the school district a favorable rating annually on feedback surveys related to their relationship with the schools (establish survey to (95%))

## **Theme 7 – Budget and Finance**

**Goal 2 – Access alternative sources of funding to support and enhance the school district’s traditional funding sources**

*Strategy* – Build the capacity of the district’s educational foundation to generate funding to address school district fiscal issues related to the Strategic Plan goals.

*Action* – Implement DEEP’s 2009-2010 goals

*Success Measure* – The school system receives increased funding from the district’s educational foundation and other grants to support issues related to the strategic plan goals (explore, identify goals, implement)

### **Continuation of FY09 Goals through the five years of the strategic plan**

- Provide highly effective instruction through professional development
- Use multiple forms of assessment through data driven instruction
- Anticipate, plan and provide for the needs of all students through transition practices
- Identify, address and coordinate the intellectual, emotional, physical and social needs of all students through student support programs
- Build cohesive and consistent leadership through the curriculum support structure
- Ensure leadership and organizational structures support a continuous improvement process through professional learning communities
- Provide professional development through district's coordinated program
- Strengthen communication systems through comprehensive communication plan
- Provide greater stability to budgeting and planning processes through updated budget documentation