



Superintendent Performance Planning and Evaluation Statement
Superintendent's Goals: 2021-2022

1. Professional Practice Goal

Enhance the level of school-to-home communication in an effort to keep parents informed, increase transparency, and engage the greater community about school district needs and initiatives (Standard III: A-1, A-2; Standard IV: C-1)

Action(s)	Possible Sources of Evidence
<p>Explore redesign of district website, including researching model websites and soliciting vendor proposals/quotes.</p> <p>Enhance use of school and district social media platforms in an attempt to reach a wider audience.</p> <p>Provide relevant and timely updates to the school community using the District's school-to-home communication system (Blackboard).</p> <p>Schedule and facilitate opportunities for community members to engage with district administration (e.g. "Coffees with the District Administration", speaking engagements for community groups, etc.).</p>	<p>Website redesign proposals, new website, etc.</p> <p>Social media engagement data</p> <p>Community messages / survey to families on effectiveness of district communication</p> <p>Schedule/Reports of activity</p>



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2. Student Learning Goal

Begin the process of assessing District needs in the area of Diversity, Equity and Inclusion, including identifying current strengths and areas for growth relative to equitable opportunities for all students and staff (Standard I: B-3; Standard II: B-1)

Action(s)	Possible Sources of Evidence
<p>Collaborate with a consultant to conduct a district "Equity Audit."</p> <ul style="list-style-type: none">• What is an equity audit?• Mass Insight Equity Audits <p>Conducts needs assessment for a district DEI coordinator, including researching best practices, job descriptions, etc.</p> <p>Prioritize DEI in the District's professional development program.</p>	<p>Consultant agreement</p> <p>Findings of equity audit</p> <p>PD agenda / report</p>



3. District Improvement Goal

Revamp budget development, tracking, and reporting process with an eye towards greater accessibility, comprehension, and transparency (Standard II: E-1; Standard III: A-1, A-2; Standard IV: C-1)

Action(s)	Possible Sources of Evidence
<p>Review prior year budget documents to identify potential areas of improvement.</p> <p>Reformat and reorganize school budget documents.</p> <p>Develop a quarterly tracking and reporting system.</p> <p>Analyze the Chart of Accounts and make modifications as necessary.</p> <p><i>FYI - A few examples of my prior documents can be found here:</i></p> <ul style="list-style-type: none">● Westwood FY'18 Budget Executive Summary● Duxbury FY'22 Budget Presentation● Duxbury FY'22 Budget Detail● Duxbury FY'22 Budget Exhibits	<p>Improved budget documents</p> <p>Quarterly reports</p> <p>Stakeholder feedback</p>



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4. District Improvement Goal

Launch a comprehensive process for the review, revision, and codification of District policies (Standard II: D-1)

Note: likely a multi-year goal.

Action(s)	Possible Sources of Evidence
Seek consultant support for a full review of District policies. Identify District policies in need of revision; identify gaps in District policies. Digitize policy manual to increase level of transparency and accessibility - see example here.	School Committee and subcommittee meeting agendas, discussion, and votes. Updated policies. Improvement of online access.