

**Professional Practice Goal:**

**Goal #1: Provide increased leadership for learning among members of the Administrative Council.**

***Key Actions***

1. Convene off-site retreat in August 2013 for district administrators focusing on team building and exploring priorities for the year.
2. Adopt consultancy protocol during Administrative Council Meetings to model a professional learning community (PLC) approach and to help ensure that meetings are response to problems of practice from the field.
3. Provide mentorship to our new principals and Director of Curriculum and Instruction through coaching from Teachers 21.
4. Continued feedback from participation in the New Superintendent's Induction Program (NSIP), including work with assigned coach.

***Benchmarks***

1. Implementation of "Problems of Practice" segment at each Administrative Council Meeting
2. Scheduled Mentoring time with Teachers 21

**District Level Goals:**

**Goal #2: Student Achievement Goal**

Narrow the achievement gap in Math and science in grades 3-8 by 10 percentage points in 75 percent of subgroups. (The achievement gap is defined as the progress difference, as measured by MCAS, between All Students and Students with Disabilities; ELL and former ELL; Low Income; High Needs; African American; and Hispanic.

***Key Actions***

1. Analysis of deficit areas by staff
2. Targeted in-school and out-of-school interventions
3. Progress monitoring of high-needs students

***Benchmarks***

1. By October, staff identifies gap content/skills areas that may need additional support to reinforce
2. By January, staff are checking in on the progress of specific students
3. MCAS results in summer 2014
4. Intervention plans

**Goal #3: Transition to Full-Day Kindergarten**

As identified in the WPS Strategic Plan, the District will transition to a full-day Kindergarten model in SY 2014-2015

**Key Actions**

1. Establish steering committee comprised of Elementary Administrators and Kindergarten teachers to explore the supports needed to make this transition successfully.
2. Conduct staff and community forums to both reinforce rationale for making this transition as well as to solicit questions/concerns that can be addressed through the planning process.
3. Provide briefing to the School Committee on implementation plan.
4. Ensure appropriate resources are identified in the Administration's FY2015 Recommended Budget proposal.

**Benchmarks**

1. Establishment of Steering Committee
2. Convene staff and community listening forums
3. School Committee briefing
4. Submit FY2015 budget proposal

**Goal #4: Establish a Multi-Year Agreement with the WTA that Addresses Compensation and Teacher Appraisal**

Work with the WTA through the collective bargaining process to approve a successor agreement to the current contract that maintains competitive salary levels for staff. This agreement should also include the teacher appraisal model recommended by Design Team, which meets the new DESE requirements.

**Key Actions**

1. Re-engage the WTA in the collective bargaining process with a focus on reaching a multi-year agreement
2. Monitor contract settlements in comparison school districts
3. Working through the Design Team, make an updated recommendation of the teacher appraisal model to be implemented in SY2014-2015

**Benchmarks**

1. Schedule of collective bargaining meeting dates with the WTA
2. Design Team approval of teacher appraisal model
3. Ratification vote by WTA membership