

2017-2018 WPS District/Superintendent Goals (voted 10/30/17)

Goal 1: SOCIAL & EMOTIONAL LEARNING *Develop a school and district approach to social and emotional learning (SEL) that is integrated into core curricular areas.*

<i>Key Activities</i>	<i>Outcome Measures</i>	<i>MOY/EOY Update</i>
Continue to work with a Superintendent's Advisory Council (SAC) dedicated to SEL PreK-12.	EOY report from SAC that summarizes the group's work and key findings around: metrics for SEL, pushing beyond programmatic SEL work towards a more integrated approach, educating all stakeholders (e.g. educators, parents).	
Map our current SEL practices (e.g. Open Circle, SEED, and Challenge Success) onto the CASEL framework.	A map of existing SEL practices that highlights our current practices and identifies SEL areas needing additional attention.	
Elementary: Offer professional development opportunities for educators focused on the integration of SEL competencies into content areas.	By June 2018, at least 75% of elementary educators will receive professional development on how SEL can be integrated into existing curricular units.	
WHS & WMS: Draft a multi-year plan for Challenge Success that considers how implementation might evolve/expand in WPS.	EOY Challenge Success report that: 1) summarizes the implementation activities at WHS and 2) recommends next steps for Challenge Success in WPS.	

Goal 2: TIERED SYSTEMS OF SUPPORT *Develop and refine a tiered system of instructional supports PreK-12 so that all students are appropriately challenged and experience continuous growth.*

<i>Key Activities</i>	<i>Outcome Measures</i>	<i>MOY/EOY Update</i>
Introduce the District Curriculum Accommodation Plan (DCAP) at the elementary, middle, and high school levels as a Tier I resource for classroom teachers.	Increased number of teachers will use the DCAP as a resource for Tier I differentiated instruction.	
Establish routines and processes for when and how the DCAP may inform the Student Support Team (SST) process at the elementary, middle, and high school levels.	K-12 guidance (e.g. systems, forms, timelines, communication plans) on when and how the DCAP and an SST process may connect/inform each other.	
Refine SST routines and processes across school levels (elementary, middle and high) in order to ensure a consistent approach.	Strong and consistent SST process that ensures a comprehensive and equitable approach for students needing Tier II or Tier III supports.	
Elementary: Implement and monitor a refined elementary schedule in order to efficiently support tiered supports for students.	Positive feedback from teachers regarding the impact of the new schedule and how it allows for more coordinated and effective in-classroom supports for students.	

Goal 3: 21st CENTURY LEARNING Refine and expand opportunities PreK-12 for students to engage in creative, authentic and collaborative learning experiences that inspire curiosity, encourage innovation and engage students' imagination.

<i>Key Activities</i>	<i>Outcome Measures</i>	<i>MOY/EOY Update</i>
Partner with EdLeader21 to craft and socialize a WPS Profile of a Graduate (POG) aligned with 21st Century skills and competencies.	WPS will have a POG by June 2018. POG will be shared with a range of stakeholders (e.g. educators, School Committee, PTSO).	
Socialize rubrics that assess creativity, critical thinking, collaboration, and communication.	WPS teachers will be introduced to assessment tools aligned with 21st century skills and learning.	
Elementary: Launch and monitor project based learning (PBL) in select classrooms supported by coaching from the Buck Institute for Education.	<p>By June 2018, 11 elementary teachers (representing 5 elementary schools) will teach two PBL units.</p> <p>PBL process will be shared by participating PBL lab classroom teachers with other faculty members.</p>	

Goal 4: CULTURAL PROFICIENCY & INCLUSIVENESS *Establish and begin to implement a coordinated, district-wide approach around cultural proficiency and inclusiveness that promotes a deeper understanding of and commitment to the strengths of diversity.*

<i>Key Activities</i>	<i>Outcome Measures</i>	<i>MOY/EOY Update</i>
Partner with the Kingston Bay Group to design and administer a climate survey to the WPS community that consider questions and issues around race, diversity and inclusiveness.	Baseline data from the WPS community and recommendations for moving forward.	
Craft a multi-year action plan for CP & I based on the Kingston Bay Group's assessment.	An action plan for WPS to use as it plans its next steps for CP & I.	
Establish the WPS Diversity and Equity Leadership Council (DELIC) that considers issues around race, diversity and inclusiveness.	EOY report to the Superintendent that highlights DELIC's key activities and/or recommendations for improvement.	

Goal 5: SCHOOL SAFETY & SECURITY *Provide a wide range of school safety trainings and enhance and upgrade security in all facilities to ensure a safe and secure school environment for students and staff.*

<i>Key Activities</i>	<i>Outcome Measures</i>	<i>EOY Update</i>
Partner with the Wellesley Police Department (WPD) to provide active shooter training for all staff in every school.	<p>Training on the ALICE (Alert, Lockdown, Inform, Counter, Evacuate) protocol at <u>all</u> schools by the Wellesley Police Department.</p> <p>Our WPS staff will have increased knowledge on how to proactively respond to an aggressive intruder or an active shooter.</p>	
Work with the FMD and related contractors to ensure that the school security project is completed as designed and that staff are appropriately trained in the use of new security features.	Project completed successfully and staff trained on use of radios, PA systems, proxy card entries, etc.	
Work with the WPD to continue improving building evacuation procedures and to plan for appropriate student drills.	Evacuation plans and protocols will be revisited at each school including plans for updated student evacuation drills.	

2017-2018 Superintendent's Goals (voted 12/5/17)

Goal 6 (Superintendent Only): Appointment of new Assistant Superintendent of Finance and Operations

<i>Key Activities</i>	<i>Outcome Measures</i>	<i>EOY Update</i>
Confirm job description and post vacancy by the end of November.	Appointment of new Assistant Superintendent by late winter with a July 1, 2018 start date.	
Preliminary screening in late January.		
Interviews of candidates early February.		
Finalist days in mid-February.		
Recommendation presented by Superintendent to School Committee in late February/early March 2018.		

Goal 7 (Superintendent Only): Release of first (annual) District Progress Report

<i>Key Activities</i>	<i>Outcome Measures</i>	<i>EOY Update</i>
Develop reporting based on assessment framework previously presented to School Committee	Completed first year document released in December 2017 (Tentative date Dec. 6th)	
Fundraising to offset the cost of printing and postage		
Community event to showcase release of document		
Document mailed to every household in Wellesley		

Goal 8 (Supt. Only): Develop FY 19 Budget that meets SC Guidelines and is passed at Town Meeting

<i>Key Activities</i>	<i>Outcome Measures</i>	<i>EOY Update</i>
Implement internal budget development process with staff	Passage of FY19 Budget at Town Meeting	
Work with the SC and Advisory to vet final budget		