

Lincoln Public Schools - Goals for the Superintendent and School District  
2004-2005 School Year  
Adopted by the School Committee, June 14, 2004

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The 2004-2005 goals are based on a review of last year's goals, discussions regarding important issues that the school district must address, and as the result of initiatives begun in the 2003-2004 school year, which require continued effort.

The Superintendent is responsible for ensuring that each goal is addressed in the district's annual work plan and as such, these goals are also the goals of the Superintendent. Specific goals are assigned to administrators who will develop school-based improvement plans and work plans for review and adoption in September/October 2004.

**Goal Category 1: Program Improvement, Academic Achievement, Teaching and Learning**

*This category addresses the central mission of the district and refers to efforts to expand and strengthen the learning experiences and academic performance of students.*

Goal
1. Evaluate the Middle School program and develop program improvement plans. Owner: Mickey Brandmeyer and Leadership Team
2. Establish K- 8 learning expectations in selected grades and content areas, to adopt curricula aligned with those expectations, and develop a process to measure student achievement against expectations. Owner: Paul Naso
3. Improve teaching and learning through professional development procedures and opportunities for faculty and staff in combination with revised evaluation protocols for all staff Owner: Paul Naso and Administrative Council
4. Develop a district-wide technology plan for the Lincoln Public Schools Owners: Mickey Brandmeyer, Paul Naso
5. Evaluate to district's special education programs for the purpose of ensuring that the district is meeting the needs of all students, providing access to the general curriculum and complying with state and federal regulations. Owner: Mickey Brandmeyer and Teresa Watts

**Goal Category 2: Leadership**

*This category refers to the establishment of strong and effective leadership for the district. This included bringing clarity of expectations for all levels of leadership (School Committee, Superintendent, Principals, etc.) and the effective use of leadership systems such as School Councils, Team Leaders and other school/district based positions.*

Goal
1. Develop a strategic planning process for the district and to publish the first version of the District Strategic Plan Owner: Mickey Brandmeyer
2. Develop School Improvement Plans that align with district goals and with the evolving District Strategic Plan. Owners: Donica Hadley, Gian Criscitiello, Pate Pierson, Judy Glassman, Randy Davis and Barry Hopping

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3. Review and articulate the roles and responsibilities of leadership positions and advisory groups, e.g., school councils, team leaders, department heads

Owner: Mickey Brandmeyer and Administrative Council

4. Evaluate the leadership structure of the Lincoln School, define the preferred model and hire permanent leadership

Owner: Mickey Brandmeyer

**Goal Category 3: Communication**

*This category refers to the development of clear and effective communication methods among all stakeholders. This includes improving access to information, increased quantity of communications, the use of varied channels of communication and the establishment of norms for respectful conversation.*

**Goal**

1. Improve district-wide communication by developing the use of print and electronic information, increased presentations and discussions, and opportunities for community participation

Owners: M Brandmeyer, Paul Naso and Administrative Council

**Goal Category 4: Compliance and Operations**

*This category refers to the necessary activities that are required to comply with Federal and State regulations e.g., NCLB and DOE Regulations and to operate the schools, e.g., delivering the educational program, teacher contract negotiations, Hanscom contract negotiations, etc.*

**Goal**

1. Develop the Budget for FY 2006

Owner: Mickey Brandmeyer and Administrators

2. Negotiate successor agreements with the Lincoln Teacher's Association and AFSME (Custodian's Union)

Owner: Mickey Brandmeyer and the Lincoln School Committee for LTA contract

Dave Jack and the Lincoln School Committee for AFSME contract

3. Implement administrative software systems to improve operational efficiency and access to information

Owners: Dave Jack and Teresa Watts

4. Complete facilities studies at all school sites, Lincoln and Hanscom campuses, provided adequate funding can be obtained

Owner: Dave Jack

5. Initiate the process to begin negotiations with the Federal government to develop a successor agreement to operate the schools at Hanscom Air Force Base

Owners: Mickey Brandmeyer, Randy Davis and Barry Hopping

6. Comply with the mandates of NCLB and Massachusetts Department of Education regulations

Owner: Central Office Administrators