

Approved at School Committee meeting of October 22, 2020.



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Superintendent's Annual Plan for Evaluation

The goals identified for the Superintendent's Annual Plan 2020 - 2021 for evaluation are aligned with the recommendations set forth in the Massachusetts Model System for Educator Evaluation, Part VI: Implementation Guide for Superintendent Evaluation. The identified goals are also aligned with the District Strategic Plan.

Goal 1:

Develop and implement plans for district and school operations under COVID-19 pandemic conditions. Create contingency plans for changing models as dictated by COVID-19 conditions.

Key Actions:

Organize and facilitate the LPS Education 2021 Task Force to develop plans for reopening our schools for the 2020 – 2021 school year.

Support Working Groups to develop plans, processes, and protocols and ensure that they are vetted by stakeholders and implementation plans are created.

Communicate with stakeholders, including the Lincoln Educators Association, regularly to gather input and ensure transparency of processes and decisions.

Support and guide Administrative Team in the development of reopening implementation plans, including hiring of all staff, processing of medical needs, and assignment of staff to in-person and remote roles.

Engage with School Committee and the Lincoln Educators Association to problem-solve guidelines and expectations for school operations under COVID-19 conditions and document these outcomes in a Memorandum of Understanding.

Monitor and adjust our in-person and remote instructional models for efficiency and effectiveness.*

Monitor financial impacts of COVID-19 operations and adjust funding as required. Maintain regular communication with the School Committee related to the district's financial outlook for 2020-2021.*

Develop budget scenarios for 2021-2022.

Provide regular communication to the LPS community on the state of our schools and district regarding the status of health and safety, operations and finance, and instruction.*

Outcomes:

- Create LPS 2020-2021 Reopening Plan

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- Develop a Memorandum of Understanding with the Lincoln Educators Association covering areas of operation impacted by COVID-19 conditions
- Develop and present preliminary budgets for various possible district operational models for 2021-2022

Measures:

Schools are able to continue operations both in-person and remotely without interruption. This implies that we are able to effectively transition from current models to a full remote model if necessary or to another depending upon COVID-19 conditions in our state and local communities.*

Periodic data gathering from faculty, families, and students in various ways. i.e., survey, focus groups, public forums, unsolicited feedback, etc.*

Appropriate management of funds and budgets to ensure the district continues to operate within our means, barring unforeseen circumstances.*

Health and Safety protocols are carried out appropriately in regard to persons who are symptomatic, test positive, or have been in close contact with a person who tests positive for COVID-19.*

Goal 2:

Work with the District Administrative Team to develop and implement plans for becoming an Anti-racist District.

Key Actions:

- Constitute the District Anti-racism, Inclusion, Diversity, Equity (AIDE) Advisory Group with representatives of all district stakeholder groups
- In collaboration with Assistant Superintendent, Jess Rose and METCO Director, Marika Hamilton participate in AIDE leadership development provided by NCBI facilitators.
- Provide a variety of professional development and learning opportunities for faculty and staff throughout the school year.
- Collaborate with the Town and community organizations to create synergy across our communities related to AIDE learning and development.
- Engage in my own learning about AIDE and support the administrative team's development in order to better serve our students, families, and staff.
- Develop a multi-year strategic plan

Outcomes:

- Advisory Group formed
 - agreed upon mission statement for the group written, a vision for the district re: Anti-racism & DEI recommended to AC Leadership Team
- Advisory Group trained in NCBI train-the-trainer model
- Comprehensive assessment/equity audit conducted, prioritized recommendations, and report made to encapsulate findings
- PD trainings for faculty /staff
- Learning opportunities for students, parents, and community
- Development of a multi-year strategic plan
- Stakeholders report via multiple measures the results of our work in terms of personal growth, actions taken at the school, district, and community levels, and impact for students and staff.

Measures:

- Periodic data gathering from LPS employees, families, and students in various ways. i.e., survey, focus groups, public forums, unsolicited feedback, etc.

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Goal 3:

Continue work within the district and with SMMA, Consigli, Daedalus, and the School Building Committee and community members to move the Lincoln School building project forward through the construction phase.

Key Actions:

- Working closely with the administrative team and SMMA, monitor the progress of the Lincoln School renovation/construction project.
- Represent the school district in School Building Committee meetings and at community events regarding the educational needs of our students and the district.
- In concert with the SBC Outreach group, communicate the progress of the Lincoln School building project to the Lincoln School community and keep the school community informed of steps to be taken related to construction and the opening of the grade 5-8 portion of the Lincoln School in the fall of 2021.
- Facilitate operational planning with the Lincoln School principals and key district leadership involved with managing the project.

Outcomes:

- Phase 1 construction of the Lincoln School is completed within the allocated timeline and budget.
- The community is informed about the project and has clear understanding of the steps being taken and the schedule and process for construction over this school year and into the 2021 – 2022 school year.

Measures:

- The Lincoln School Project remains on schedule and on budget.
- School operations are impacted as little as possible by the construction.
- Plans are in place for the transition into Phase 2 of construction.

Additional Key Areas of Focus:

- FY22 Budget Development
- Lincoln Education Support Professionals Collective Bargaining
- Development of Draft Portrait of a Learner for next stage of stakeholder vetting