



Lincoln Public Schools

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Superintendent's Annual Plan for Evaluation, 2023-24 End of Year Summary of Progress

This document represents a summary of additional progress made toward my goals since the mid-cycle summary I presented in January.

Goal #1 (Student Learning Goal): Oversee implementation of the Responsive Classroom model as a vehicle to ensure that all students feel a sense of belonging in their classrooms and schools, and that all students are building the social-emotional skills to be happy and successful learners.

Key Actions (may occur in collaboration with other school and district leaders):

- Ensure that all faculty are appropriately trained to implement Responsive Classroom
- Use external feedback and assessment tools to monitor implementation
- Develop school- and district-wide metrics to assess RC implementation and outcomes
- Emphasize RC practices in the faculty and administrator evaluation process
- Review RC data (from site visits and local metrics)
- Identify next steps for continued RC implementation for the 2024-25 school year

Measurable Outcomes:

- Official feedback from the Responsive Classroom organization
- Clear metrics to assess RC implementation success
- Plan for data collection throughout the 2023-24 school year
- A high percentage of faculty and administrators have professional goals connected to RC implementation
- Identification of clear patterns around student sense of connection and belonging that inform continued RC implementation
- RC implementation and PD plan for the 2024-25 school year

Since January, Responsive Classroom returned to conduct a final round of site visits at each school. We have continued to train new staff, completing that training in mid-May. We have also begun to plan for Responsive Classroom training for the 2024-25 school year, but the training plan has not yet been finalized.

Additional examples of work connected to evaluation indicators:

- Supported the development of presentations to the School Committee on student academic progress
- Hosted a successful visit from the Hanscom Contracting Officer Representative (COR)

Goal #2 (District Improvement Goal): Oversee revisiting and revising the district's five-year AIDE plan to identify opportunities for improvements, and operationalizing identified practices this year to continue our AIDE work.

Key Actions (may occur in collaboration with other school and district leaders):

- Conduct an initial review of the five-year AIDE plan with the Administrative Council
- Develop draft revisions to the five-year AIDE plan
- Solicit feedback from staff around draft revisions
- Identify short-term actions for the 2023-24 school year (e.g., hiring practices, affinity groups, community

- events)
- Reconstitute the LAAG structure and solicit feedback from LAAG about a revised plan
- Bring revised AIDE plan to School Committee for feedback and eventual approval

Measurable Outcomes:

- Working draft that incorporates Admin Council feedback and reflects the identified framework
- Short-term implementation plan for concrete actions and steps to take during the 2023-24 school year
- Feedback from a broad range of voices
- LAAG group reconstituted with broad representation
- Polished draft that incorporates community feedback presented to the School Committee
- A finalized new five-year AIDE plan

A revised AIDE guide is scheduled to be presented to the School Committee on May 30th, and will then be further refined and shared with staff and the broader community. A number of AIDE-related actions have taken place over the course of the year, including training for new staff from the Racial Equity Institute (REI); faculty and staff participation in a variety of AIDE-related events and conferences (for example, the METCO Educators' Conference and the IDEAS Educators' Conference); and the pilot of affinity groups for students. The LAAG group has not yet been reconstituted, but that continues to be a goal.

Additional examples of work connected to evaluation indicators:

- Led the successful hiring of a new Administrator for Business and Finance
- Facilitated the negotiations with two different bargaining units, which are close to completion
- Led the development of an agreement with the Lincoln Educators Association to address situations in which faculty members need to care for a family member with a significant illness or injury

Goal #3 (Professional Practice Goal): Use participation in the New Superintendent Induction Program to A) develop my skills as an educational leader through professional development and coaching, and B) create and act upon a formal Entry Plan for the district.

Key Actions:

- Participate in NSIP professional development meetings
- Meet regularly (i.e., multiple times per month) with new superintendent coach
- Work with Assistant Superintendent to review a broad range of data around student learning, review school curricula and pedagogical practices, and review professional development structures and practices
- Collect staff and family feedback around school and district priorities
- Work with school and district leaders to analyze quantitative and qualitative data and information to identify patterns in student learning, with a particular emphasis on student and family sub-group discrepancies
- Present findings to School Committee
- In collaboration with school and district leaders, develop a draft multi-year strategic plan around curriculum, instruction, and educator growth and innovation

Measurable Outcomes:

- Logs of professional development participation and coaching meetings
- Rich data set around student learning, curricula, pedagogy, and professional development
- Rich set of qualitative feedback around school and district priorities connected to student learning, curricula, pedagogy, and professional development
- Presentation that clearly summarizes patterns, areas of strength, and areas for improvement
- Multi-year strategic plan that addresses long-term opportunities for improvement around student learning, curricula, pedagogy, and professional development

I presented my [entry plan findings](#) to the Committee in March, and shared them with the larger community shortly thereafter. We have begun work on a long-term district strategic plan, which will be presented to the School

Committee in September. As one step toward the development of that plan, I helped to facilitate a working session with the School Committee and Central Office leadership team members to begin prioritizing and sequencing my findings as part of a long-term plan.

In addition, I had my last meeting as part of the NSIP program on May 14th, and I will be continuing in the NSIP program next year as a second-year superintendent. I will continue to work with my coach, Cyndy Taymore, next year as well.

Additional examples of work connected to evaluation indicators:

- Supported the identification of a data warehouse and dashboard tool for purchase and use in FY25