



LINCOLN PUBLIC SCHOOLS
DISTRICT GOALS 2009-2010
WORK PLAN

Goal Category	Teacher Excellence and Professional Development		
Aspirational Goal	The district strives to ensure that student learning is supported by faculty members who have a strong grasp of their content, are dedicated to their own learning and continuous improvement of instruction, and are highly focused on energizing and engaging students' passion for learning.		
Operational Goal	The district will support, plan and coordinate a dynamic program for professional development and sustain conditions for effective collaboration and ongoing learning of faculty and staff in order to recruit, develop and retain a diverse and excellent faculty.		
Personnel Management			
Goals	Benchmark Events	Timeline	Resources and Key Personnel
Develop zero base personnel projections based on desired program and projected enrollment for FY2011 Budget	<ul style="list-style-type: none"> Map current staffing against student enrollment <i>completed</i> 	September, 2009	Administrative Council
	<ul style="list-style-type: none"> Project staffing needs for FY2011 based on program and projected enrollment <i>completed</i> 	October, 2009	Administrative Council
Supervision and Evaluation			
Goals	Benchmark Events	Timeline	Resources and Key Personnel
The district will sustain the use of the supervision and evaluation programs for faculty and paraprofessionals through continued examination and refinement of practice	<ul style="list-style-type: none"> Review results of teacher evaluations from 2008-09 in terms of new performance rating system <i>completed</i> 	August, 2009	Administrative Council
	<ul style="list-style-type: none"> Periodically review process, procedures and expectations to ensure consistency and inter-rater reliability among administrators. <i>underway and on-going</i> 	October – May, 2010	Administrative Council
	<ul style="list-style-type: none"> Refine expectations for performance of paraprofessionals, analyze staffing patterns 	October – May 2010	S. Powers, R. Davis, S. McKenna, S. Hobbs, E. Ledebuhr

	and professional development needs in light of NCLB and NAEYC regulations <i>underway and on-going</i>		
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Professional Development			
Goals	Benchmark Events	Timeline	Resources and Key Personnel
The district's paraprofessionals will expand their knowledge and skills in providing instruction in the areas of mathematics, literacy and specialized topics such as early childhood education, child development theory, and Responsive Classroom	<ul style="list-style-type: none"> Two training sessions on mathematics and two training sessions on literacy will occur <i>completed</i> 	October, 2009	S. Powers, M. Sterling, E. Metzger, J. Merra
	<ul style="list-style-type: none"> Two training sessions related to specialized topics will take place with presentation by outside consultants 	May, 2010	S. Powers, S. McKenna, R. Davis
The district's special education teachers will expand their expertise in administering and analyzing data from specialized assessments	<ul style="list-style-type: none"> Plans for each special education teacher to expand his/her repertoire of assessment skills will be established <i>completed</i> 	September, 2009	S. Powers, G. Flaherty, K. Kanter, L. Fagan
	<ul style="list-style-type: none"> Special education teachers will administer an assessment tool that expands their current knowledge and skills 	April, 2010	S. Powers, G. Flaherty, K. Kanter, L. Fagan
The district's special education teachers will expand their knowledge and expertise in providing specially designed instruction	<ul style="list-style-type: none"> Special education teachers will provide information to update the district's student services asset map <i>completed</i> 	October, 2009	S. Powers, G. Flaherty, K. Kanter, L. Fagan
	<ul style="list-style-type: none"> Special education teachers will attend workshops in accordance with individual plans developed with the Coordinators of Student Services 	June, 2010	S. Powers, G. Flaherty, K. Kanter, L. Fagan
The district will establish teams of teachers and administrators in action	First cohort of Action Research Teams meets for professional development on action research and achievement gaps <i>completed</i>	August, 2009	A. Alson (Consultant), Teacher Teams

research projects to identify strategies to narrow achievement gaps	<ul style="list-style-type: none"> Teacher Teams design and conduct action research projects <i>underway and on-going</i> 	September & June, 2010	A. Alson (Consultant), Teacher Teams
	<ul style="list-style-type: none"> Action Research Teams report to Faculty <i>underway and on-going, presentations on January 27th</i> 	January and June 2010	A. Alson (Consultant), Teacher Teams
The district will provide professional development for the implementation of the new middle school math program	<ul style="list-style-type: none"> Introduction and professional development for middle school classroom and special education teachers and math specialists <i>completed</i> 	August, 2009	M. Sterling, E. Metzger
	<ul style="list-style-type: none"> Ongoing professional development for middle school math teachers <i>underway and on-going</i> 	September 2009 – June, 2010	M. Sterling, F. Ruopp (Consultant)
Mid-year Status Report	<p><i>The School Committee has placed a significant emphasis on teacher excellence and has supported our requests for curriculum and professional development resources. We have focused our activities on the district's core goals and have made good progress developing the capacity of the administrative team, faculty and curriculum leaders.</i></p> <p><i>This work plan has 16 benchmark events, of which 13 were scheduled for the first half of the school year. To date 81% are either completed or significantly underway and on going. The remaining activities are scheduled for the second half of the school year.</i></p> <p><i>Our focus on using a Data Process to inform instruction has involved all faculty members in developing their capacity to score common assessments, analyze results, and develop goals for instruction. The professional development value of this work has been significant and will be ongoing through the second half of the year at the district level and in each school. Members of the Curriculum Leadership Team have been involved in professional development since August in order to build their skill in facilitating the use of the Data Process with members of their grade and department. They had tried out concepts and approaches in their own instruction in order to lead the process with their colleagues. The district's progress in developing a high-functioning professional learning community is a direct result of the dedication and skill of these teacher leaders.</i></p>		
End of year Status Report			