



# LINCOLN PUBLIC SCHOOLS

## District Goal Setting

On an annual basis, the School Committee and the Administrative Council work together to establish the District Goals of the Lincoln Public Schools. Input from faculty and community members is used to inform the decision-making process.

**District Goals are established to improve student learning to achieve the following purposes:**

- To communicate district priorities to the community and school personnel
- To provide a common focus for our work with the intent of improving student learning
- To work in tandem with School Improvement Plans
- To optimize or refine current practice, or institute a new practice

**The priorities of the Lincoln Public Schools can be categorized as:**

1. District Goals: must meet the criteria outlined below.
2. On-going Priorities: are established practices that the district will maintain focus on and provide communication about to the School Committee and faculty on a regular basis.
3. Tasks: are action steps or recurring events that are carried out regularly and may not necessitate reports to school committee.

## District Goal Criteria

A District Goal must meet one or more of the following:

- It is a priority based on a demonstrated district or school need as identified by the School Committee and the Administrative Council.
- It has the intention of optimizing or refining current practice, or instituting a new practice.
- It is a priority for the district or school, based on a state or federal mandate.

In addition, District Goals require significant time, personnel, and/or fiduciary resources.

Work plans and reports to the School Committee will be created and communicated for all District Goals.



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## DISTRICT GOALS: 2012 - 2013

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### **Curriculum, Instruction and Assessment**

#### ASPIRATIONAL GOAL

The district strives for academic excellence and persists in identifying and maintaining high expectations for all students, confirming student achievement and engagement, cultivating passion for knowledge and enjoyment of learning and celebrating excellence.

#### OPERATIONAL GOAL

The district strives to be accountable for student achievement and will learn from assessments of student performance and draw from professional knowledge related to curriculum and pedagogy to align, implement and communicate a well-designed curriculum and adjust instruction to improve student learning.

### **Teacher Excellence and Innovation**

#### 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.

### **Leadership and School Culture**

#### ASPIRATIONAL GOAL

The district strives to establish safe, accepting, and diverse school culture that invite active participation of students, faculty and parents, support academic excellence, and reach out to the broader community.

#### OPERATIONAL GOAL

The district will plan programs and activities to address the social and emotional needs of students, promote leadership, initiative, and civic engagement among adults and students in the school community, improve transitions for students and families and expand communications with and involvement of all stakeholders.

### **Facilities, Operations and Health and Safety**

#### ASPIRATIONAL GOAL

The district strives to provide students with programs, resources, and facilities that support and enhance high-quality public education programs.

#### OPERATIONAL GOAL

The district will maintain clean, accessible and safe facilities, plan appropriately for future building needs, complete operational audits, implement recommendations for improvement of "operational systems" which support teaching and learning and prepare proposals for necessary funding.

## Curriculum, Instruction and Assessment

School Year	Curriculum Planning & Development	Implementation & Instruction	Assessment and Reporting
2012 – 2013	<p>Align PreK-8 Lincoln Learning Expectations with National Common Core Standards embedded in the 2011 MA Frameworks</p> <p>Conduct a review of technology resources, staffing, infrastructure, and curriculum integration to determine the needs of the district moving forward</p>	<p>Implement standards-based planning, instruction, differentiation, assessing and reporting in all subjects</p> <p>Articulate and implement strategies to address learning and achievement gaps</p> <p>Refine system of goal based interventions and therapies with progress monitoring strategies to assess effectiveness for student learning and narrowing achievement gaps</p>	<p>Implement standards-based report cards for grades K- 8</p> <p>Begin to utilize Aspen to collect, analyze, and report student performance on common assessments</p>

## Teacher Excellence and Innovation

School Year	Personnel Management	Supervision & Evaluation	Professional Development
2012 – 2013	<p>Encourage and support innovative teaching and learning practices by fostering growth mindset, risk taking and reflection</p> <p>Continue to align the organization of METCO staffing with the needs of our students and families from Boston</p>	<p>Work with the Lincoln Teachers Association and School Committee to address revised DESE regulations for teacher and administrator evaluation</p> <p>Pilot the use of the DESE Teacher Evaluation system with faculty and administrators in order to inform our decisions about adoption and implementation</p> <p>Implement the DESE guidelines for supervision and evaluation with the superintendent and administrators</p>	<p>Continue to provide high-quality professional learning to develop teacher expertise in:</p> <ul style="list-style-type: none"> <li>• Standards-based teaching, assessment, differentiation and reporting</li> <li>• New math standards</li> <li>• New ELA standards</li> <li>• New MA Educator Evaluation model</li> <li>• Innovative teaching practices</li> <li>• Cultural Competence</li> <li>• Strategies to address achievement gaps</li> <li>• Use of Aspen student information management system</li> </ul>

## Leadership and School Culture

School Year	Leadership	School Culture	Communications
2012 – 2013	Develop and carry out a comprehensive Superintendent entry plan to gain understanding of all aspects of the school district and develop recommendations for future areas of focus.	Engage school communities in discourse about the core values of the school district.	Develop and publish Annual School Performance Indicators Report in response to Finance Committee request for information

## Facilities, Operations and Health and Safety

School Year	Facilities	Budgets & Operations	Health & Safety
2012 – 2013	<p>Continue community outreach and communication leading to November 6<sup>th</sup> Lincoln Town vote on Lincoln School project</p> <p>Develop the design and procure the construction of the Lincoln School project</p> <p>Collaborate with DODEA to carry out the transition of Hanscom Middle School to a temporary facility and begin construction of the new facility</p> <p>Collaborate with DODEA to begin the planning and design phases of the Hanscom Primary School building project.</p> <p>Continue to implement and develop protocols in collaboration with the Town Administrator for the Facilities Manager position.</p>	<p>Continue comprehensive review of School Committee Policy Manual and begin revisions, updating and policy development of selected policies</p>	<p>Continue to respond to the report on the effectiveness of current practices and seek improvement in custodial/cleaning services</p>
<p>Review self-assessment in preparation for on-site evaluation for the Coordinated Program Review, including special education, civil rights, and English as a Second Language programs, to be performed by the Department of Elementary and Secondary Education in the 2012-2013 school year.*</p> <p>* The Coordinated Program Review overlaps all goal areas. The review will provide feedback on our programs and assessments, staffing, policies, and facilities.</p>			



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## ON-GOING PRIORITIES: 2012 – 2013

Reports to the School Committee will be made annually on the following Lincoln Public Schools on-going priorities:	Estimated Date(s) of School Committee Report(s)
Develop a budget that aligns with District Goals and initiatives and is responsive to economic conditions.	
Develop and implement strategies to close the documented achievement gaps for identified groups of students.	
Provide a professional development program that supports the curricular and instructional goals of the district. Support the faculty and administration in their participation in professional development activities to sustain a high level of instructional practice as well as to satisfy state and federal licensure requirements.	
Maintain accreditation and entitlement grants and carry out all mandated accountability processes, i.e. NAEYC, Title I, II, III, Coordinated Program Review.	
Continue to implement practices consistent with the standards established by the Healthy U.S. Schools Challenge.	
Additional Lincoln Public Schools on-going priorities:	
Implement hiring practices to recruit and retain a highly qualified and culturally competent faculty and staff.	
Provide on-going professional development for paraprofessionals with focus on supporting literacy and mathematics instruction.	
Build the capacity for the Mental Health Team to provide supports and services for students with challenging behavior	
Provide professional development in DDMS for Hanscom Middle School and Lincoln School 5-8 teachers.	
Develop and strengthen opportunities for student leadership, political engagement, and active citizenship at the school and classroom level.	