



Lincoln Public Schools

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Rebecca E. McFall, Ed.D.
Superintendent of Schools

To: School Committee
From: Rebecca McFall
RE: Annual Goals Plan 2019 – 2020
Date: June 17, 2019

Attached is a Draft of my Annual Goals for the 2019 – 2020 school year. I have focused on two goals for the year that will require the majority of our district time working with faculty, administrators, and community members. In addition to these goals, I have listed the major tasks that will require my time and attention above and beyond the day to day operations of the district.

At the School Committee meeting on June 27, 2019, I will review my proposed goals. If you feel that any of the items listed under *Other Important, High-Profile Work to be Accomplished in the 2018 – 2019 School Year* should be further developed as a goal, please provide your input at the meeting. I am open to hearing your thoughts and what you feel will be helpful in understanding my work and following up on the outcomes.

Please keep in mind that work that is underway, such as Collaborative Practice time, will continue to receive attention and development. Thank you in advance for your support.



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DRAFT

Superintendent's Annual Plan for Evaluation

The goals identified for the Superintendent's Annual Plan 2019 - 2020 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.

Student Learning Goal 1:

Create a common understanding of the district vision of high-quality instructional practices through consistent professional development for all faculty and administrators.

Superintendent Evaluation Rubric: Indicators I-A-1, I-A-2, I-B-2, I-C-1, IV-A-1, IV-A-2, IV-A-3, IV-D-1, IV-E-1

Strategic Priority: A2. Create a common understanding of our vision of high-quality instructional practices and implement these practices across all classrooms.

Key Actions:

In collaboration with the Central Office Administrators, Principals, and Preschool Coordinator, develop and facilitate a series of professional development modules that will be co-delivered to all faculty and administrators throughout the 2019 – 2020 school year.

The professional development modules will be based on the first four chapters of Leaders of Their Own Learning, by Ron Berger of Expeditionary Learning. In addition, we will be integrating components related to adult learning and race and equity into all of this work.

Learning Walks will continue to be an important component of our development of a shared understanding of what constitutes high quality instruction. A clear understanding of high quality, effective, engaging instruction is the foundation required to appropriately guide and support collaborative teams and meet all of our strategic priorities related to meeting student needs. (Details of this goal will be outlined in our Strategic Priority Maps presented in the fall.)

Outcomes:

- A common understanding of what constitutes high-quality instruction is established across the district.
- Specific instructional strategies are introduced and faculty are supported in their introductory implementation of these strategies.
- Administrators are co-leaders of this work and further support and develop faculty growth at the building level.

Measures:

- TBD as Modules and Priority Maps are developed.

**District Improvement Goal 1:
Continue the development of our District Profile of a Learner**

Superintendent Evaluation Rubric: Standard I - Instructional Leadership

Key Actions:

In collaboration with the Assistant Superintendent...

- carry out the Profile of a Learner session with our faculty who did not participate during the 2018 – 2019 school year to introduce the concept and gather their input. This will be done on one Wednesday afternoon in the fall.
- carry out the Profile of a Learner session with students and offer at least one additional session for community members.
- synthesize the input gathered and develop draft options of the Profile of a Learner for further review and input.
- develop a committee of individuals representing a breadth of stakeholder groups who will review the Profile of a Learner as it is developed and act in an advisory role to the Superintendent and Assistant Superintendent as they finalize the District Profile of a Learner.

Measures:

- Development of the Lincoln Public Schools Profile of a Learner
- Create initial plans for utilization of the Profile of a Learner to guide and impact the work carried out across the district and prioritized in the District Strategic Plan.

Other Important, High-Profile Work to be Accomplished in the 2018 – 2019 School Year:

- Implement new schedules in all schools to create equity and consistency for students and staff and ensure that all students receive equal access to curriculum and programs.
- Plan for and carry out the negotiation of a successor collective bargaining contract with the Lincoln Teacher's Association
- 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 into the construction phase.
- Negotiate a new contract with the Department of Defense Education Activity (DoDEA) to continue operating the schools at Hanscom Air Force Base.
- Open the new Hanscom Primary School (HPS) and support the new HPS principal.
- Support the two Hanscom Principals and the Preschool Coordinator as they develop a PreK – 8 school for the first time.
- Support a new METCO Director and support the METCO team consisting of Director, Academic Advisor, Student Services Coordinator and Principals as we re-establish the vision for METCO in the Lincoln School and community.