

**Superintendent Goals
2023-2024**

Standard: Instructional Leadership
Indicator: 1-A Curriculum
Goal: Work with the Comprehensive Health and PE Compass Committee to unpack the new Standards that are being rolled out by the Department of Elementary and Secondary Education (DESE).
Action:
Participate in monthly meetings with Compass Committee
Review current curriculum in each area.
Identify gaps in our current curriculum.
Product:
Establish a work plan for moving forward with the Framework.

Standard: Management and Operations
Indicator: 2-A Environment
Goal: To ensure the successful integration of new administrators into the Ipswich public schools and facilitate cohesion between administrators and staff.
Action:
Provide formal mentoring support as required.
Provide building administrators with necessary supports (internal and external) to ensure a successful year. (Professional Development opportunities, readings, etc)
Utilize OPTIC, Teachpoint, and RIBAS work to ensure understanding of the educator evaluation process in Ipswich.
Schedule learning walks with administrators on a regular basis.
Product:
Review observation data with principals for consistency
Ensure parity and collaboration between the elementary schools in terms of TWIG and Payne grant programs.

Standard: Management and Operations
Indicator: 2-E Fiscal Systems
Goal: Given the funding cliff, and anticipated and potential unanticipated expenses, build and defend a fiscally sound budget.
Action:
Work with the Director of Finance to establish a budget calendar that meets SC and town deadlines.
Review override calculator, anticipated state funding, and Capital plan with Director of Finance and administrative team to project level of funding available for the upcoming budget.
Based on the above projections, establish a budget goal and priorities with the Administrative Team.
Product:
Build and present the budget with the administrative team to be presented to the budget subcommittee and eventually the full Committee.

Standard: Family and Community Engagement
Indicator: 3-A Engagement
Goal: To continue to improve ongoing communication with the educational community around important issues.
Action:
Schedule and document meetings with community groups around issues of concern (ie. school safety, athletics, etc.)
Product:
Continue weekly updates as expected by the community.
If accepted into the MSBA process, set up a communication plan to keep the community informed of the process.

Standard: Professional Culture
Indicator: 4-B Cultural Proficiency
Goal: Continue to lead the Diversity, Equity and Inclusion work in the District
Action:
Participate in monthly DEI district wide meetings
Participate in “No Place for Hate” implementation meetings at Winthrop and the High School to support the goal of all schools in the district becoming recognized by the Anti-Defamation League.
Participate in MASS REDI Seminar Foundations 2 and Adaptive Leadership Case Consultancy. (2 all day sessions and 6- 2 hour virtual sessions.)
Discuss information learned from the Foundations course with the Leadership team during Administrative team meetings and a formal presentation to SC.
Product:
Consult with EL Teachers to support their work and integration of our EL population into the school community and participate in EL sponsored events.