



Shrewsbury Public Schools

Joseph M. Sawyer, Ed.D.
Superintendent

March 23, 2018

To: School Committee
From: Joe Sawyer
Re: Proposed Goals for 2018

After careful consideration of ways in which I might best focus my efforts on meaningful goals related to our new vision and strategic priorities, I am proposing the following for your consideration and approval.

The format of the following goals is in keeping with the guidelines provided by the Department of Elementary & Secondary Education for performance goals to be “S.M.A.R.T.” goals, i.e., S=Specific and Strategic; M=Measurable; A=Action Oriented; R=Rigorous, Realistic, and Results-Focused; T=Timed and Tracked.

Student Learning S.M.A.R.T. Goal

By the end of 2018, the Superintendent of Schools will have worked with the leadership team to a) determine key data elements related to academic performance and other indicators of student success and well-being; b) analyze these data elements in order to identify areas for improvement and performance gaps between student populations; and c) create a tool or tools that enable effective communication of these indicators to external and/or internal audiences and allow progress to be tracked over time (such as a “dashboard”).

Potential actions to achieve this goal:

Work with members of the leadership team to:

- Review various data tools available to the district through the Department of Elementary & Secondary Education, such as EDWIN and RADAR, in order to determine potentially useful data elements and reporting tools
- Determine whether and how any district quantitative or qualitative data, that is currently or could be collected, might be included

- Analyze selected performance indicators to identify areas for improvement and performance gaps between student populations
- Create a mechanism or approach to track the selected performance indicators over time
- Develop a communication tool or tools to inform internal and/or external stakeholders regarding current status and progress on the selected indicators

This student learning goal is directly connected to the 2018-2022 strategic priority “Learning environments where everyone’s success matters” and the 2018-2022 strategic goal “analyze data related to academic performance and other indicators of success to identify existing gaps among populations; determine and implement action steps for improvement; and demonstrate success at closing these gaps.”

Professional Practice S.M.A.R.T. Goal

By the end of 2018, the Superintendent of Schools will have worked with the leadership team to build widespread awareness and understanding of the district’s vision and strategic priorities, so that at least 80% of parents and 90% of staff agree that they are well informed regarding the *Portrait of a Shrewsbury Graduate* and the *2018-2022 Strategic Priorities & Goals*.

Potential actions to achieve this goal:

Work with members of the leadership team to:

- Utilize various communication channels to emphasize various elements of the *Portrait of a Shrewsbury Graduate* and the *2018-2022 Strategic Priorities & Goals*, including:
 - E-mail listserv messages
 - External publications (e.g. *Shrewsbury School Journal*, SPS Annual Report)
 - Internal staff newsletters
 - Local cable television shows
 - Video content
 - District and school websites
 - Social media messages (text, visual, and video)
 - Messaging at district and school events and meetings
 - Posted messages in school buildings
- Collect survey data to determine effectiveness of these communications