

FY15 Annual Goals Progress Report

May 26, 2015

Professional Practice Goal#1

By June 2014, communication strategies will be increased and varied for responding to disagreement and dissent, constructively resolving conflict, and building consensus throughout the school community.

1. Lead principals and faculties to discuss 2012 TELL Mass data and implement site actions to improve teacher and school leadership conditions.

- Elementary schools – Implemented specific actions and 2014 TELL Mass results indicate 88% of conditions improved with overall satisfaction ranging from 81% at Thoreau, 85% at Alcott, and 93% at Willard.
- CMS – Implemented five actions recommended by CMS faculty to improve school climate and overall satisfaction decreased from 83% to 72%. Will continue to work with faculty to implement positive changes.
- CCHS – Implemented actions to address results 2012 TELL Mass survey results, however 2014 results indicated decreased satisfaction from 89% to 72%. School Administration is working with CCTA Executive Board to further address teaching and learning conditions.

- **2. Meet monthly with the CPS administration and CTA Executive Board to discuss and resolve labor issues using conflict resolution strategies.**
- CPS administrators and CTA Executive Board met 8x to discuss ways to increase non-instructional time to support professional collaboration , and elementary specialists' planning time.
- **3. Implement Dr. Donna Hick's Dignity model of conflict resolution to improve labor management relationships.**
- CPS administrators, 9 CTA members and 2 SC members participated in Dignity training with Dr. Hicks and developed a principled partnership.

- 4. Meet monthly with CCHS administration, SC members, and CCTA to discuss and resolve labor issues using conflict resolution strategies.**
 - Met monthly to discuss labor contract issues including guidance dept. ratios, TELL Mass survey results, labor-management relationships, communication, supervision and evaluation model, CCHS teaching conditions, and teacher leadership.

- 5. Implement social media tools to engage school community in conversations over time.**
 - Implemented “Your Voice Matters” and since Jan. 2014 have received more than 175 responses . Implemented Twitter with more than 300 followers.

6. Held teacher and parent forums and responded to feedback during Thoreau principal search.

7. Distributed monthly district updates and worked with Communications Manager to submit weekly Building Committee and School Committee updates to the Concord Journal and Carlisle Mosquito.

Student Learning Goal #2

By June 2014, students in grades K-12 will master critical end of year grade level standards.

1. Implement district core curriculum K-12 incorporating CCSS in ELA, Math, SS and Science Literacy.

- ELA and Math curriculum maps have been aligned with the Common Core State Standards (CCSS)K-12. In grades 6-12, Science and Social Studies departments will continue working on aligning their curriculum with CCSS.

2. Implement common assessments in ELA and Math K5 and in all subject areas in grades 6-12.

- Elementary grade level teams met regularly to monitor student progress using common assessment data to determine Rtl strategies. Principals report that more than 80% students will master critical end of year grade level standards.
- CMS and CCHS implemented common assessments to monitor student progress, provide intervention , and to adjust instructional practice.
- More than 80% CMS students will earn B- or higher, and 99% of CCHS students will earn a 2.5 GPA or higher (average GPA is 3.5).

Additional District Goals

Provide students with a rigorous and coherent curriculum and high quality instruction that motivates and engages all students to develop their curiosity, creativity, critical thinking and collaborative problem solving skills.

- Implemented Common Core standards with more emphasis on informational texts and literacy standards for social studies and science.
- Elementary school teams were named to National Math Olympiad Honor Roll for scoring in the 90th percentile or higher.
- CPS STEAM collaborated with Science Discovery Museum to create interdisciplinary science, math, technology, engineering and art units.
- Elementary and CMS students used a variety of digital tools to create and publish multimedia projects to demonstrate their learning.
- CMS students also used Noodle tools, Moodle, and online textbooks in Social Studies and French classes.
- CMS math students participated in CCHS Honors level geometry class.
- In English, all students participated in One School, One Book aligning bullying prevention curriculum with literacy skills.

- CMS Math and Science students competed successfully in statewide competitions, compiled an instructional guide for cell anatomy, and designed and built machines, including go-carts.
- Eighth grade students designed and built Chinese, French, and Spanish buildings using engineering software.
- CCHS offered new courses in Computer Game Design , Mechanical and Electrical Engineering, and Information Literacy. All freshmen participated in a technology orientation course to become familiar with their Google Drive, First Class, x2, and Moodle accounts.
- CCHS students participated in Virtual High school courses, Environmental Field Studies projects, Robotics, Mock Trials, Meteorology AMS conference, Digital Recording Studio, and Global Literacy Certificate program.
- Rivers and Revolutions completed its second successful year with more than 100 students.

Foster a respectful and empathic learning environment in which all students become more responsible citizens.

- Elementary students participated in Open Circle and Bullyproofing curricula with support from School Counselors and School Psychologists and reduced 5% hurtful behaviors at Thoreau and reduced by 50% bus incidents and student referrals to the Willard office.
- Alcott – “Give A Hoot” awards, Thoreau- “3 Be’s” and Willard- “Choose Kind”.
- CMS students participated in *CMS Stand Together*, read *Wonder*, and increased afterschool program participation.
- CCHS Advisory program was improved and the ADL provided training for faculty and 25 student leaders. Student survey results will be available in June.

Develop professional collaboration by analyzing student work and assessment data, sharing instructional strategies, and providing job-embedded professional development that supports district teaching and learning goals.

- Elementary grade level teams met regularly with Principals, ELA and Math Specialists to monitor student progress, develop intervention strategies, and to review and collaboratively plan curriculum units.
- CMS grade level or department meetings were held 2x monthly to discuss formative and summative assessment data and to analyze student work. Teachers shared intervention strategies to increase student achievement.
- CCHS department teams analyzed student assessment data to inform instructional practices.

Implement the new Educator Evaluation system with a focus on continuous improvement for teaching and learning.

- CPS teams from each school site completed T21 training on the five step cycle and successfully trained their respective school site colleagues in each stage of the new system.
- *Baseline Edge* was implemented as the technology platform for the CPS system and *OASYS* for CCHS.
- All CPS and CCHS educators have completed the cycles of the new supervision and evaluation system.
- Joint labor management CTA and CCTA committees continue to meet to review and monitor progress of the new system.
- K5 teachers collaborated in district wide grade level teams to identify DDMs for ELA and math.
- CMS and CCHS teachers worked with their department chairs to identify and pilot DDMs for all subject areas.

Provide students and staff with the resources, materials, and infrastructure to support high quality learning environments.

- Met regularly with the administrative team and school committees to discuss FY15 budgets and presented at three Finance Committee meetings, two Town Coordination meetings, and Public Hearing.
- The Concord and Carlisle Finance Committees supported the School Committees FY15 adopted budgets for CPS and CCRSD.
- The FY15 school budgets were approved at both Concord and Carlisle Town meetings.
- Concord voters approved the Town's purchase of land for in-district transportation services as well as the use of CPS stabilization funds to build a new transportation facility.
- Met weekly with Project Team and monthly with Building Committee to review, discuss, and monitor the construction process of the building project which remains on scope, budget, and timeline.