

**CONCORD PUBLIC SCHOOLS
CONCORD-CARLISLE REGIONAL SCHOOL DISTRICT**

120 MERIAM ROAD CONCORD, MA 01742 PHONE: 978.318.1500

www.concordpublicschools.net

September 22, 2015

TO: CCRSD School Committee
FROM: Diana F. Rigby, Superintendent
RE: FY16 Superintendent's Annual Plan

A. PROFESSIONAL PRACTICE GOAL

Standard IV: Promotes success for all students by nurturing and sustaining a culture of reflective practice, high expectations, continuous learning, and professional growth for staff.

Element IV-E: Shared Vision Development – Engages all stakeholders in developing a vision focused on student preparation for college and career readiness, civic engagement, and community contributions.

Element IV-F: Consensus Building – Builds consensus within the school district community around critical school decisions, employing a variety of strategies.

Goal: By June 2016, administration will provide multiple opportunities for teacher voice, leadership, and collaboration in addressing teacher concerns and making critical school/district decisions and will develop a five-year strategic plan for progressive and innovative program improvements.

Key Actions:

1. Promote a professional culture of collaboration and continuous learning by increasing opportunities for teacher voice in faculty meetings, department meetings, CCHS Technology Committee, Homework Committee, Time and Learning Committee, Department Chairs Group, Joint Supervision and Evaluation Committee, School Advisory Council, K12 Science Committee, K12 STEM Committee, K12 Professional Learning Council, K12 Technology Committee, and K12 Calendar Committee.
2. Meet regularly with administrative team to reflect on and improve leadership practices to promote professional collaboration and student success.
3. Meet monthly with CCTA leadership to engage in collaborative problem solving and building consensus regarding critical school/district decisions.

4. Develop a five-year strategic plan with all stakeholders to build consensus for progressive and innovative program improvements.
5. Continue to strengthen administrative/ staff relationships by increased visibility in classrooms, personalized communication, and respectful resolution to professional conflicts and concerns.
6. Continue to improve communication and outreach using a variety of tools including social and print media, updated school/district webpages, newsletters, and formal/informal meetings.

Outcome Benchmarks:

1. Teachers report participation in meetings and committees with increased opportunities for their input and building consensus regarding critical decisions related to curriculum, instruction, assessment, technology, professional development, and school-wide programs.
2. School Committee adopts five-year strategic plan for progressive and innovative program improvements at CCHS.

B. STUDENT LEARNING GOAL

See attached District Goals 2016-17, Goal #1.

C. DISTRICT IMPROVEMENT GOALS

See attached District Goals 2016-17.