

Mission: Educate all students in becoming independent lifelong learners, creative thinkers, caring citizens, and responsible contributors in a global society.

Core Values: Academic Excellence, Empathic and Respectful Community, Educational Equity, Continuous Improvement, Professional Collaboration

GOALS	ACTIONS	OUTCOMES
<p>1. Increase achievement for all students and narrow the achievement gaps for identified student groups.</p>	<ul style="list-style-type: none"> ● CMS analyzes summative and formative common assessment data to adjust instruction and/or provide targeted intervention. ● CMS implements RTI in English, and Language Literacy Intervention will be used in grade 6 English. ● CMS implements RTI in math with specialized curriculum and software. ● Current CMS schedule/programs and space are evaluated and redesigned for optimal student learning. ● K5 Grade level teams collaborate with ELA Specialists to integrate social studies/science and ELA units and to develop writing units for 3 genres. ● K5 teachers collaborate with Math Specialists to pilot Everyday Math program. ● K5 Grade level teams monitor student progress by analyzing 	<ul style="list-style-type: none"> ● Grades 6-8 students' average end of year academic assessments on report cards are 80% or higher. ● K5 students achieve 80% proficiency of critical standards of end-of-year progress reports. ● 90% Grades 5 and 8 score Adv/prof on ELA PARCC. ● 80% Grades 5 and 8 score Adv/Prof on Math PARCC. ● 80% of K8 students participating in RTI services will meet the end of year grade level benchmarks. ● 80% of K8 students participating in special education will meet their IEP goals. ● 80% of ELL students will increase their English proficiency levels by 2 levels. ● By Feb. 2016, CMS will determine optimal schedule and space for Fall 2016.

	common assessment data to adjust instruction and to provide targeted instruction with RTI groups.	
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<p>2. Provide students with a rigorous and coherent curriculum and high quality instruction that engages all students to develop their curiosity, creativity, critical thinking, and collaborative problem solving skills.</p>	<ul style="list-style-type: none"> ● K8 teachers implement differentiated instruction to challenge students, new curriculum units, interdisciplinary units, and project-based learning. ● K8 teachers develop new Earth Science curriculum. ● CMS teachers revise curriculum units for integration and differentiation, and revise instructional practices for High Needs students. ● CMS implements Digital Literacy Course to increase student's effective use of Google tools, Inspiration, and Noodle Tools. ● K5 teachers collaborate with Tech Specialists and Library Media Specialists to reinforce digital citizenship skills and writing skills in a collaborative digital environment. ● K8 teachers participate on K12 Science, K12 STEM, and K12 Professional Learning Council to develop curricular improvements and provide professional learning opportunities for teachers. ● K8 teachers participate in 	<ul style="list-style-type: none"> ● 80% of identified High Needs students demonstrate moderate growth in ELA and Math, and achievement gap is reduced. ● CMS students demonstrate 80% proficiency of end -of-course skills in Digital Literacy. ● 100% of students in grades 3-5 will successfully complete 2-4 writing pieces in a collaborative digital environment and demonstrate appropriate digital citizenship skills. ● 100% of students in K-2 will use a variety of software to publish projects. ● Increased teacher participation in professional learning opportunities for new Science and STEM curriculum units, differentiated instruction for accelerated students, project-based learning, and interdisciplinary units.

	professional learning on curriculum mapping software to align curriculum units with MA Frameworks.	
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<p>3. Foster a positive learning environment in which all students become more responsible citizens.</p>	<ul style="list-style-type: none"> ● CMS increases student responsibility and community participation through Student Leaders, Peer Mentors, Peer Tutors, and CMS Stands Together. ● CMS implements homeroom time for peer mentors and community building. ● CMS Principal and Assistant Principals increase time in classrooms and collaborating with teachers. ● CMS adjusts space and student schedules to decrease student transitions and stress. ● Administer YRBS to students in grades 6-8. ● K5 teachers collaborate with Mental Health teams to promote calm classrooms, greater self-awareness, and improved self-regulation for students. ● K5 monthly school-wide celebrations reward positive student behavior and promote community. ● All K5 staff and students participate in weekly Open Circle meetings. ● K5 Mental Health teams 	<ul style="list-style-type: none"> ● 10% increase CMS student participation in Student Leaders, Peer Mentors, Peer Tutors, and CMS Stands Together. ● 10% decrease in CMS behavior referrals to Assistant Principals/Principal. ● Increased CMS teacher satisfaction with CMS school leadership as measured by formal feedback. ● CMS recommendations for changes in space and schedules. ● 5% decrease in behavior referrals to principal/mental health team. Increased collaboration and leadership opportunities for K5 teachers as measured by formal feedback

	<p>provide parent education in Open Circle.</p> <ul style="list-style-type: none">• K5 teachers participate in leadership opportunities on grade level teams, curriculum committees, professional learning council, elementary steering committee, and school leadership teams.	
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4. Effectively implement the new Educator Evaluation system with a focus on continuous improvement in teaching and learning.	<ul style="list-style-type: none">• Teachers implement DDMs and collect student growth for year 1.• CTA Joint Supervision/Evaluation Committee meets regularly to review the process and make recommendations.• District Admin. team participates in professional learning to continue to improve teacher feedback.	<ul style="list-style-type: none">• All five components of the educator evaluation system are implemented.

GOALS	ACTIONS	OUTCOMES
<p>5. Provide students and staff with the resources, materials, and infrastructure to support high quality learning environments.</p>	<ul style="list-style-type: none"> • Work with school administration, CPS school Committee, and Concord Finance Committee to develop CPS budget that supports district goals and is within the levy limit. • Discuss CPS budget development at each CPS SC meeting to increase public understanding of the budget process. • Present preliminary FY17 budget to CPS teachers, CPS SC, and Concord Finance Committee. • Develop FY17 budget book and present SC adopted FY17 budget at Public Hearings and Town Meeting. • Plan for a facilities study of the Sanborn and Peabody buildings. 	<ul style="list-style-type: none"> • FY17 CPS budget is approved at Concord Town Meeting. • Ongoing facilities study of the Sanborn and Peabody buildings.

GOALS	ACTIONS	OUTCOMES
<p>6. Build support, consensus, and community engagement for the district mission, core values, challenges, and accomplishment, and critical decisions using multiple communication strategies.</p>	<ul style="list-style-type: none"> ● Improve CPS school websites to increase access to school information. ● Continue "Your Voice Matters" to solicit community feedback. ● Conduct Principal and SC coffees during the school year to both share information and receive feedback. ● Continue communication to community through school meetings, parent meetings, PTG, district, CPS websites, monthly updates, school newsletters, local media, social media, and the annual performance report. 	<ul style="list-style-type: none"> ● Increase community awareness of CPS goals, accomplishments, and challenges as measured by informal and formal feedback.