

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

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September 22, 2015

TO: CPS 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.

Indicator IV-D: Continuous Learning of Staff – Leads all administrators and teams to reflect on the effectiveness of interactions with faculty and students.

Elements 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 building consensus for a shared vision, addressing teacher concerns, and making critical school/district decisions.

Key Actions:

1. Promote a professional culture of collaboration and continuous learning by increasing opportunities for teacher voice in K8 faculty meetings, K5 grade level teams, K5 school leadership teams, CMS teaching and learning team, CMS House Leaders, Elementary Steering Committee, K12 Science Committee, K12 STEM Committee, K12 Professional Learning Council, K12 Technology Committee, K8 Supervision and Evaluation 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 CTA leadership to engage in collaborative problem solving and building consensus regarding critical school/district decisions.
4. Lead CMS administration and faculty to improve time for teaching and learning by researching programs and space and recommending revisions for FY17 school year.

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. Teachers report high agreement with a shared vision for students' academic achievement, personal and social growth, and responsible citizenship. The district's five core values are reflected in the daily work of all employees.

B. STUDENT LEARNING GOAL

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

C. DISTRICT IMPROVEMENT GOALS

See attached District Goals 2016-17.