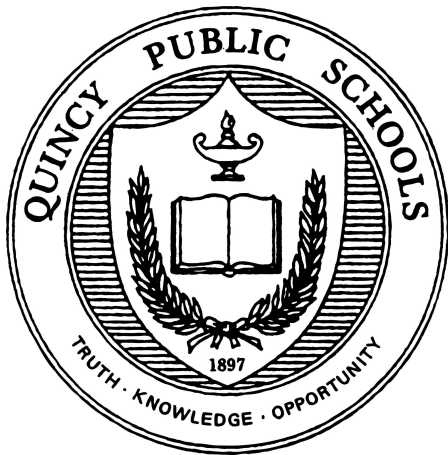


Quincy Public Schools Superintendent's Goals 2021-2022 School Year

October 13, 2021





Professional Practice Goal: *Quincy Public Schools Administrative Mentoring During the 2021-2022 school year, the Superintendent will evaluate all Principals, Directors, and Coordinators. In addition, the Superintendent will mentor and support new school and district administrators to ensure retention.*

| Benchmarks/Action Steps | Sources of Evidence |
|--|---|
| <ul style="list-style-type: none">● Self-Evaluation and Goal-Setting completed by November 30, 2021 | <ul style="list-style-type: none">● Assessment Team Meeting Agendas and Minutes● School and Program Improvement Plans● Educator Evaluation/Vector Solutions● Participation in School Committee and Subcommittee meetings |
| <ul style="list-style-type: none">● Formative Assessments completed by April 15, 2021● Summative Assessment completed by November 1, 2022 | <ul style="list-style-type: none">● Informal & Formal Observations by the Superintendent● Monthly Principal Team Meeting Agendas● MCAS & MAP Assessments Reports● Educator Evaluation/Vector Solutions |



Student Learning Goal: *The Superintendent will work with the principals and the Superintendent's Leadership Team on the following goal:*

During the 2021-2022 school year, students in grades 3-8 will show evidence of achievement in Math as measured by an increase of 3 achievement percentage points, from spring 2021, as evidenced by the Spring 2022 PE303 MCAS Results by Achievement Level-School -District and State Comparison Report.

During the 2021-2022 school year, students in grades 2-8 will show evidence of growth in math as measured by the following increases in RIT points, indicated in the Spring 2021-22 MAP District Summary Report:

- *10 RIT points above the fall average for grade 2*
- *8 RIT points above the fall average for grade 3-4*
- *5 RIT points above the fall average for grades 5-8*

| Benchmarks/Action Steps | Sources of Evidence |
|---|--|
| <ul style="list-style-type: none"> ● By October 2021, MCAS Results, District and School Standards Reports for 2021, and District and School MAP Assessment Data will be analyzed and presented at District Meetings (<i>i.e. SLT, Principals Team, Curriculum and Assessment Team, Data Teams</i>) | <ul style="list-style-type: none"> ● Team Meeting Agendas and Notes ● Data Team Presentations |
| <ul style="list-style-type: none"> ● During SY 2021-2022, the Superintendent and members of his Leadership Team will participate in the state's Learning Acceleration Network (LAN) and | <ul style="list-style-type: none"> ● Monthly participation in LAN network ● Strategies and intended outcomes |



| | |
|---|--|
| <p>create a 3-5 year Learning Acceleration Strategy for K-12 students.</p> | |
| <ul style="list-style-type: none">● By October 2021, Site-Based Data Teams will use benchmark data to identify lowest performing students and create small group instruction and individual support within focused skill areas.● During the fall, winter and spring of SY 2021-2022, extended day teams will design engaging, hands-on extended day remediation and accelerated learning opportunities to rebuild skills and concepts.● During the fall, winter and spring of SY 2021-2022, individual tutoring will be provided for students in the lowest performing and high needs sub-groups at the high-school level.● By February 2022, the Curriculum and Assessment Team and site-based administrators will have completed the professional development training for k-2 teachers related to the adoption of high-quality instructional material (Illustrative Mathematics).● By March 2022, Principals and Instructional Leaders will facilitate Assessment Day 2 which will include the collaborative and reflective practice of examining mid-year benchmark data to measure student growth and achievement.● | <ul style="list-style-type: none">● Integrated Learning Team Agendas and Notes ● Extended Day Team Meeting Notes and Agendas● Math related after school activities● Pre and Post progress monitoring data ● Pre and Post progress monitoring data ● District Professional Development Calendar● Principal's Weekly Communications● Professional Development Evaluations ● Assessment Day 2 Agenda and Notes● Site-based Professional Development Plan |



Quincy Public Schools Superintendent's Goals 2021-2022

- By June 2022, Principals and Instructional Leaders will facilitate Assessment Day 3 which will include the collaborative and reflective practice of examining end-of-year data to measure student growth/achievement.

- Assessment Day 3 Agenda and Notes
- Site-based Professional Development Plan
- Principal's Weekly Communications



District Improvement Goal 1: *The Superintendent will work with the principals and the Superintendent's Leadership Team on the following goal:*

During the 2021-2022 school year, students in grades 5 & 8 will show evidence of achievement in Science and Technology Engineering as measured by an increase of 3.0 scaled score points in the All Students Average Composite Scaled Score from a baseline of 498.0 for Grade 5 and 494.5 for Grade 8 according to the District Achievement Distribution by Year Report (PE305).

During the 2021-2022 school year, students will show evidence of growth in science as measured by the following increases in RIT points, indicated in the Spring 2022 MAP District Summary Report.

- *7 RIT points above the fall average for grades 4-5*
- *4 RIT points above the fall average for grades 6-8*

| Benchmarks/Action Steps | Sources of Evidence |
|---|---|
| <ul style="list-style-type: none"> ● By October 2021, MCAS Results, District and School Standards Reports for 2021, and District and School MAP Assessment Data will be analyzed and presented at District Meetings (<i>i.e. SLT, Principals Team, Curriculum and Assessment Team, Data Teams</i>) ● During SY 2021-2022, the Superintendent and members of his Leadership Team will participate in the state's Learning Acceleration Network (LAN) and | <ul style="list-style-type: none"> ● Team Meeting Agendas and Notes ● Data Team Presentations ● Monthly participation in LAN network ● Strategies and intended outcomes |



create a 3-5 year Learning Acceleration Strategy for K-12 students.

- Throughout SY 2021-2022, science instruction will focus on re-engaging students in science with inquiry-based, hands-on, activities for students to demonstrate a better understanding of the Science and Engineering Practices
- By October 2021, the Superintendent will meet with site-based administrator teams to identify high needs and lowest performing subgroups in need of improvement. By the end of October 2021, all schools will implement specific action steps directly tied to increasing the achievement and growth of these students.
- During the fall, winter and spring of SY 2021-2022, extended day teams will design engaging, hands-on extended day remediation and accelerated learning opportunities to combat learning loss in science.
- Throughout SY 2021-2022, the Superintendent will meet with middle school site-based administrators to increase student access to high-quality STEM, life sciences and engineering through the implementation of the Pathways for Aspiring Life Scientists (PALS) curriculum and Project Lead the Way (Engineering Curriculum) in grades 6-8.

- Principal's weekly communication
- Vertical Team Meeting Agendas & Notes

- Integrated Learning Team Agendas and Notes
- Benchmark Data

- Extended Day Team Meeting Notes & Agendas
- Science related after school activities
- Pre and Post progress monitoring data

- District and School Improvement Plans
- Principal's Weekly Communication
- Grade-level Team Meeting Agenda & Notes
- Site-based Professional Development Plan



Quincy Public Schools Superintendent's Goals 2021-2022

- By March 2022, Principals and Instructional Leaders will facilitate Assessment Day 2 which will include the collaborative and reflective practice of examining mid-year benchmark data to measure student growth and achievement.
- By June 2022, Principals and Instructional Leaders will facilitate Assessment Day 3 which will include the collaborative and reflective practice of examining end-of-year data to measure student growth/achievement.

- Assessment Day 2 Agenda and Notes
- Site-based Professional Development Plan

- Assessment Day 3 Agenda and Notes
- Site-based Professional Development Plan
- Principal's Weekly Communications



District Improvement Goal 2: Home-School Connections *During the 2021-2022 school year, the Superintendent's Leadership and Principal Teams in collaboration with the Quincy Parent Advisory Council to Special Education, the English Learner Advisory Council, and the Citywide Parents Council will plan and execute at least ten home-school connections events.*

| Benchmarks/Action Steps | Sources of Evidence |
|---|---|
| <ul style="list-style-type: none"> ● Meet with representatives from the Quincy Parent Advisory Council to Special Education, English Learner Parent Advisory Council, and the Citywide Parents Council to discuss ideas by October 29, 2021. | <ul style="list-style-type: none"> ● Parent Survey on Topics ● Meeting Agendas |
| <ul style="list-style-type: none"> ● Meet with the Superintendent's Leadership and Principal Teams to select appropriate Parent Academy topics by November 15, 2021. | <ul style="list-style-type: none"> ● Principal Team Meeting Agendas |
| <ul style="list-style-type: none"> ● Schedule and present ten home-school connections events by June 17, 2022. | <ul style="list-style-type: none"> ● Event flyers and QPS website/social media posts ● Videotape all presentations and stream on Quincy Public Schools SchoolTube channel |



District Improvement Goal 3: QPS System-Wide Initiatives *The Superintendent will work with Principals, Superintendents Leadership Team, the school community and stakeholders to renew, establish, and manage a minimum of 15 system initiatives. During the 2021-2022 school year, initiative effectiveness will be measured through School Committee and subcommittee presentations, benchmarks, actions steps and sources of evidence..*

| Benchmarks/Action Steps | Sources of Evidence |
|--|--|
| <ul style="list-style-type: none"> ● COVID-19 Planning & Response: Quincy Public Schools operations and initiatives are subject to the evolving guidance from DESE on COVID-19 safety protocols. <i>(Communications to Staff, Students & Families; Daily Case Monitoring, Pooled Testing/Test & Stay, Metrics Reporting & Analysis)</i> | <ul style="list-style-type: none"> ● School Committee and Subcommittee presentations ● QPS Website & Social Media Posts |
| <ul style="list-style-type: none"> ● The Superintendent's Leadership & Business Operations Teams are collaborating on several initiatives <i>(HR & Payroll process re-engineering, new Educator Evaluation software platform, and increasing staff diversity through collaboration with MPDE and college/university partnerships)</i> | <ul style="list-style-type: none"> ● Meeting Agendas and Minutes ● Communications re: Vector Solutions software |
| <ul style="list-style-type: none"> ● The Curriculum & Assessment Team will develop CAMT goals aligned to a variety of initiatives <i>(i.e., aligning curriculum and updating pacing guides, GLEAM, new EL curriculum implementation, expanding Extended Day programming, increasing student</i> | <ul style="list-style-type: none"> ● School & Program Improvement Plans ● Meeting Notes and Agendas ● School Committee and Subcommittee presentations |



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| <p><i>diversity REACH/Advanced-AP/Dual Enrollment/Early College programs).</i></p> | |
| <ul style="list-style-type: none"> ● The Special Education Team will develop Program Improvement goals aligned to a variety of initiatives (<i>i.e., Special Education pathways, creating new opportunities for inclusion, aligning curriculum with new resources, expanding Extended Day programming</i>). | <ul style="list-style-type: none"> ● Program Improvement Plan ● Meeting Notes and Agendas ● School Committee and Subcommittee presentations |
| <ul style="list-style-type: none"> ● The Student Support Team will develop Program Improvement Goals aligned to a variety of initiatives (<i>i.e., Community Circles, School Attendance, health and wellness, substance abuse education and prevention</i>). | <ul style="list-style-type: none"> ● School & Program Improvement Plans ● Meeting Notes and Agendas ● School Committee and Subcommittee presentations |
| <ul style="list-style-type: none"> ● The Technology Planning and Training Team will develop Program Improvement Plan goals aligned to a variety of initiatives (<i>1:1 Chromebooks, digital learning professional development, supporting implementation of new Educator Evaluation system, ASPEN Parent Portal</i>). | <ul style="list-style-type: none"> ● Program Improvement Plan ● Meeting Notes and Agendas ● School Committee and Subcommittee presentations |
| <ul style="list-style-type: none"> ● The Superintendent's Operations Team will collaborate with City of Quincy Public Buildings Department for ongoing building maintenance, safety, and improvements, plus new building projects (<i>MSBA/Squantum, DeCristofaro Learning Center</i>) | <ul style="list-style-type: none"> ● School Improvement Plans ● School Committee and Subcommittee presentations |