

DISTRICT/SUPERINTENDENT’S PRIORITIES RUBRIC “Raising the Bar for 2018”

STANDARD I: INSTRUCTIONAL LEADERSHIP

Academic Year	Curriculum Indicator	Instruction Indicator	Assessment Indicator	Evaluation Indicator	Data-Informed Decision Making
YEAR 2014-2015	<ol style="list-style-type: none"> 1. Purchase new textbooks for HS Physics, ELA, Math, Science, Chemistry, Social Studies, ELL, & Geometry 2. Evaluate future textbook needs 3. Addition of more hand-held devices 4. Increase number of Chrome Books 5. Purchase additional Bright Links projectors for district 	<ol style="list-style-type: none"> 1. SEI Training Continues 2. Collaboration with STCC Gateway to College Program 3. Improve Internet instructional technology 4. Development of Connections Program for students with behavioral needs 5. Continue to strengthen Curriculum Facilitator’s role. Expand Teacher Leaders to Doering School. 	<ol style="list-style-type: none"> 1. DDM implementation 2. Continuation of MCAS testing for Spring 2015 3. Purchase electronic devices to implement standardized tests 4. MKEA Teaching Strategies Gold 	<ol style="list-style-type: none"> 1. Develop language to address evaluation in teacher’s contract 2. Develop staff & student surveys in conjunction with evaluation instrument 3. Provide on-going training for staff regarding the new evaluation instrument 4. Continue <i>Super Committee</i> collaboration regarding evaluations 5. Revise evaluation forms for ease of use 	<ol style="list-style-type: none"> 1. Implement Edwin Software Program (Teacher/Learning Portal) 2. Ensure SIF compliant with student schedules and EPIMS 3. Use of Oasis software program in order to monitor school/district goals
YEAR 2015-2016	<ol style="list-style-type: none"> 1. Develop written curriculum for Jr. High STEM program 2. Complete purchase of ELA materials at AHS 3. Ongoing review of district textbook needs 4. Expansion of 65” InFocus JTouch, LCD monitors at AHS 5. Prepare for implementation of new State Science Standards 	<ol style="list-style-type: none"> 1. Evaluate second year of Connections Program 2. Rely on Curriculum Facilitators to deliver professional development 3. Expansion of video production course for utilization of new video studio at AHS 4. Implementation of <i>Naviance</i> program website to assist students with post high school plans 5. Continue collaboration with STCC’s <i>Gateway to College</i> Program 	<ol style="list-style-type: none"> 1. Proposed State-determined assessments to begin 2. Continue with review and development of DDM implementation 3. Continue with Data Teams to review assessment results 	<ol style="list-style-type: none"> 1. Evaluate effectiveness of curriculum facilitators 2. Review established criteria for evaluation ratings 	<ol style="list-style-type: none"> 1. Student Impact Rating Implementation 2. Expand Edwin access through training and support 3. Review data from teacher surveys relating to New Teacher Evaluation Instrument
YEAR 2016-2017	<ol style="list-style-type: none"> 1. Implementation of new Science standards 2. Purchase new Science materials 				
YEAR 2017-2018					

DISTRICT/SUPERINTENDENT’S PRIORITIES RUBRIC “Raising the Bar for 2018”

STANDARD II: MANAGEMENT & OPERATIONS

Academic Year	Environment Indicator	Human Resources Management and Development Indicator	Scheduling and Management Information Systems Indicator	Law, Ethics & Policies Indicator	Fiscal Systems Indicator
YEAR 2014-2015	<ol style="list-style-type: none"> 1. Develop plans for new ECC 2. Remove carpet at Doering, Clark, Phelps, Robinson & Granger Schools and replace with tile flooring 3. Investigate renovation of lower level of high school to create Art classrooms 4. Expansion of security cameras at the HS & JH 5. Expand P.O.S. to three remaining elementary schools 6. Expansion of BHN services for at-risk students 7. Proceed with plans for a New Athletic Facility 8. Offer <i>Breakfast Program</i> at all elementary schools 	<ol style="list-style-type: none"> 1. Expansion of district bandwidth 2. Integration of secure Cloud technology 3. Implement Governor’s School Safety & Security Guidelines 4. Monitor MSBA Statement of Interest regarding high school renovations 5. Implementation of “My Learning Plan” professional development software program 6. Initiate on-line purchase orders 7. Proposed purchase of two-way radios for all schools 	<ol style="list-style-type: none"> 1. Ongoing Professional Learning Communities meetings for elementary principals 2. PLCs for teachers continue 3. PreK-4 Math & Literacy Teacher Leaders and Curriculum Facilitator monthly meetings 4. Annual in-house professional development days for staff 	<ol style="list-style-type: none"> 1. Initiate new State Fingerprint-Based Program for new hires 2. Participation in Global Compliance Network for state mandated training 3. Review of all new State & Federal laws by school attorney at annual Administrator’s Retreat 	<ol style="list-style-type: none"> 1. Investigate possible funding sources to sustain Advanced Placement Program at high school 2. Begin preparations for FY’16 Budget process 3. Continue the pursuit of available grants to offset school budget 4. Purchase <i>Boardpaq</i> software program for School Committee use
YEAR 2015-2016	<ol style="list-style-type: none"> 1. Proposed renovation of high school lower level to create Art classrooms 2. Conduct <i>Feasibility Study</i> for construction of new ECC 3. Begin construction of New Track Facility 4. Renovations to AJHS auditorium 5. Installation of second set of security doors at AHS rotunda 6. Installation of handicap seating in AHS auditorium 7. Expansion of security cameras to elementary schools 8. Breakfast offered at Doering & Jr. High School 9. Expansion of Robinson Park School parking lot 	<ol style="list-style-type: none"> 1. Continuation of Table Top Safety Exercises with Police, Fire, & Emergency Management Departments 2. Review of Safety Response Team composition in all schools 3. Contract with <i>Source4 Teachers</i> 4. Contract with <i>School Dude</i> 5. Review & update job descriptions for assistant principals 6. Replace air conditioning units at junior high school 7. Update energy management by replacing thermostat controls in heating system at all schools 8. Replacement of swimming pool filtering system at junior high school 	<ol style="list-style-type: none"> 1. Ongoing PLCs for teachers and administrators 2. Continuation of PreK-6 Math & Literacy & Curriculum Facilitator monthly meetings 3. Conduct annual in-house Professional Development days for staff 	<ol style="list-style-type: none"> 1. Fingerprinting continues for all staff & personnel who have unsupervised, direct contact with students 2. Conduct legal workshops twice a year for School Committee members 3. Continue state-mandated training with Global Compliance Network 4. Review of all new State & Federal laws during Administrators Retreat 	<ol style="list-style-type: none"> 1. Begin negotiation process with five bargaining units 2. Implementation of <i>Boardpaq</i> software program for administrators 3. Continue search for funding sources to sustain AP program at high school 4. Initiate FY’17 Budget process 5. Continue pursuit of available grants to offset district budget
YEAR 2016-2017					
YEAR 2017-2018					

DISTRICT/SUPERINTENDENT’S PRIORITIES RUBRIC “Raising the Bar for 2018”

STANDARD III: FAMILY AND COMMUNITY ENGAGEMENT

Academic Year	Engagement Indicator	Sharing Responsibility Indicator	Communication Indicator	Family Concerns Indicator
YEAR 2014-2015	<ol style="list-style-type: none"> 1. Continue supporting various booster clubs 2. On-going support of “Career Days” at the junior and senior high schools 3. Conduct Financial Aid Night for parents of high school students 4. Promote scholarships available for high school seniors 	<ol style="list-style-type: none"> 1. Continue to offer at-risk intervention program , after school for elementary students 2. Conduct annual <i>Back-to-School Nights</i> for parents & guardians 3. Conduct evening guidance hours for parents/guardians who work during the day 4. Support various school, family-based activities and events 	<ol style="list-style-type: none"> 1. Continue DWST monthly meetings 2. Conduct informational forums for parents/guardians and community members 3. Expand educational Channel 12 offerings 4. Continue with Response to Intervention Program at elementary level 5. Provide translation of educational materials to families in their native language 	<ol style="list-style-type: none"> 1. Continuation of Coordinated Community & Family Grant Outreach Program 2. Support Agawam Parent Advisory Council (PAC) meetings for parents/guardians of students with special needs
YEAR 2015-2016	<ol style="list-style-type: none"> 1. Continue outreach to local businesses through AHS Career Center 2. Continue collaboration with West of the River Chamber of Commerce 	<ol style="list-style-type: none"> 1. Establish <i>Best Buddies Club</i> at AHS 2. After school, at-risk intervention program for elementary students continued 3. Annual <i>Back-to-School Nights</i> conducted for parents& guardians 4. Evening guidance department hours offered for working parents 5. Continued support for family-based activities and events 	<ol style="list-style-type: none"> 1. DWST monthly meetings continued 2. Channel 12 expanded 3. Ongoing <i>Response to Intervention Program</i> at elementary level 4. Educational materials translated into native language for families 	<ol style="list-style-type: none"> 1. Coordinated Community & Family Grant Outreach Programs continued 2. Expansion of lending library for district families 3. Ongoing Before & After School Childcare Program available to district families 4. Continuation of Agawam Parent Advisory Council (PAC) for families of children with special needs
YEAR 2016-2017				
YEAR 2017-2018				

DISTRICT/SUPERINTENDENT’S PRIORITIES RUBRIC “Raising the Bar for 2018”

STANDARD IV: PROFESSIONAL CULTURE						
Academic Year	Commitment to High Standards Indicator	Cultural Proficiency Indicator	Communications Indicator	Continuous Learning Indicator	Shared Vision Indicator	Managing Conflict Indicator
YEAR 2014-2015	<ol style="list-style-type: none"> 1. Provide training for teachers of Advanced Placement students 2. Dissemination of PreK-12 Student/Parent Handbooks 3. Conduct monthly meetings with administrative team 4. “Writing Across the Curriculum” year-long training for all Doering teachers 	<ol style="list-style-type: none"> 1. Continue to work with the Policy Subcommittee to review & update existing district policies, as well as to create new policies 2. Support Multi-Cultural Family Nights at various schools 	<ol style="list-style-type: none"> 1. Creation of student-centered television studio 2. Parent/Guardian, staff, & community outreach via the Connect Ed program, e-mail, district website, & Channel 12 3. Information provided during <i>Superintendent’s Notes</i> at regularly-scheduled school committee meetings 	<ol style="list-style-type: none"> 1. Expansion of professional development opportunities outside of school time (summer, after school) 2. Continue Administrator’s Retreat 3. Provide in-house trainings via the district’s IT Department 4. Continue to provide Prof. Dev. in elementary literacy & math 	<ol style="list-style-type: none"> 1. Address the needs identified by the Facility Needs Committee 2. Publish annual <i>Back-to-School</i> edition of local newspaper 3. Publish mid-year status of schools report in local newspaper 	<ol style="list-style-type: none"> 1. Continue monthly meetings with AEA leadership 2. Expansion of Peer Mediation Program to Doering School 3. Follow <i>Problem Resolution Guidelines</i> 4. Follow <i>Chain-of-Command</i>
YEAR 2015-2016	<ol style="list-style-type: none"> 1. Advanced Placement “Kick-Off” held to encourage student involvement 2. Conduct annual Administrators Retreat 3. Administrative attendance at State and local workshops & meetings 4. Monthly Mentor Program meetings conducted 	<ol style="list-style-type: none"> 1. Continue to bring forward new MASC policies to Policy Subcommittee 2. Continue to offer multi-cultural clubs at high school 3. Encourage multi-cultural family activities at all schools 	<ol style="list-style-type: none"> 1. Full implementation of My Learning Plan to track, store, and analyze professional development 2. Expand individual school and district websites 3. Continued use of Connect Ed program, e-mail, district website, & Channel 12 to reach parents/guardians, staff, & community regarding emergencies and important events 4. Utilization of student-centered television studio 5. Information regarding schools provided via <i>Superintendent’s Notes</i> at school committee meetings 	<ol style="list-style-type: none"> 1. Continue to provide teachers with SEI training in strategies 2. Develop Professional Development training to address State-determined assessment 3. Ongoing professional development for staff in elementary literacy & math 4. IT Department training for staff in all new programs 	<ol style="list-style-type: none"> 1. District Vision, Core Values, & District Goals published in local newspaper & on district website 2. Philosophy of Agawam Public Schools published in Student Handbooks & newspaper 3. Develop action plan for needs identified by the Facility Needs Committee 4. Publish annual <i>Back-to-School</i> edition of local newspaper 5. Publish “Status of Schools” report mid-year in local newspaper 	<ol style="list-style-type: none"> 1. Continue support of AHS “Chiefs” program 2. Continue informative School Committee workshops 3. Conduct individual and/or group meetings 4. Notification of all important issues to appropriate parties 5. Peer Mediation group expanded to Doering School 6. <i>Problem Resolution Guidelines</i> published in local newspaper 7. <i>Chain-of-Command</i> published in local newspaper
YEAR 2016-2017				<ol style="list-style-type: none"> 1. Mandated SEI or ESL strategies training (15 PDPs) 2. Mandated effective strategies for teaching SPED students (15 PDPs) 		
YEAR 2017-2018						