

## 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
<b>YEAR 2014-2015</b>	<ol style="list-style-type: none"> <li>1. Purchase new textbooks for HS Physics, ELA, Math, Science, Chemistry, Social Studies, ELL &amp; Geometry</li> <li>2. Evaluate future textbook needs</li> <li>3. Addition of more hand-held devices</li> <li>4. Increase number of Chrome Books</li> <li>5. Purchase additional Bright Links projectors for district</li> </ol>	<ol style="list-style-type: none"> <li>1. SEI Training Continues</li> <li>2. Collaboration with STCC Gateway to College Program</li> <li>3. Improve Internet instructional technology</li> <li>4. Development of Connections Program for students with behavioral needs</li> <li>5. Continue to strengthen Curriculum Facilitator’s role. Expand Teacher Leaders to Doering School.</li> </ol>	<ol style="list-style-type: none"> <li>1. DDM implementation</li> <li>2. Continuation of MCAS testing for Spring 2015</li> <li>3. Purchase electronic devices to implement standardized tests</li> <li>4. MKEA Teaching Strategies Gold</li> </ol>	<ol style="list-style-type: none"> <li>1. Develop language to address evaluation in teacher’s contract</li> <li>2. Develop staff &amp; student surveys in conjunction with evaluation instrument</li> <li>3. Provide on-going training for staff regarding the new evaluation instrument</li> <li>4. Continue <i>Super Committee</i> collaboration regarding evaluations</li> <li>5. Revise evaluation forms for ease of use</li> </ol>	<ol style="list-style-type: none"> <li>1. Implement Edwin Software Program (Teacher/Learning Portal)</li> <li>2. Ensure SIF compliant with student schedules and EPIMS</li> <li>3. Use of Oasis software program in order to monitor school/district goals</li> </ol>
<b>YEAR 2015-2016</b>	<ol style="list-style-type: none"> <li>1. Redesign of Jr. High STEM program</li> <li>2. Complete purchase of ELA materials at AHS</li> </ol>	<ol style="list-style-type: none"> <li>1. Evaluate second year of Connections Program</li> <li>2. Rely on Curriculum Facilitators to deliver professional development</li> </ol>	<ol style="list-style-type: none"> <li>1. Proposed State-mandated PARCC testing to begin</li> </ol>		<ol style="list-style-type: none"> <li>1. Student Impact Rating Implementation</li> <li>2. Expand Edwin access through training and support</li> </ol>
<b>YEAR 2016-2017</b>	<ol style="list-style-type: none"> <li>1. Implementation of new Science standards</li> <li>2. Purchase new Science materials</li> </ol>				
<b>YEAR 2017-2018</b>					

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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
<b>YEAR 2014-2015</b>	<ol style="list-style-type: none"> <li>1. Develop plans for new ECC</li> <li>2. Remove carpet at Doering, Clark, Phelps, Robinson &amp; Granger Schools and replace with tile flooring</li> <li>3. Investigate renovation of lower level of high school to create Art classrooms</li> <li>4. Expansion of security cameras at the HS &amp; JH</li> <li>5. Expand P.O.S. to three remaining elementary schools</li> <li>6. Expansion of BHN services for at-risk students</li> <li>7. Proceed with plans for a New Athletic Facility</li> <li>8. Offer <i>Breakfast Program</i> at all elementary schools</li> </ol>	<ol style="list-style-type: none"> <li>1. Expansion of district bandwidth</li> <li>2. Integration of secure Cloud technology</li> <li>3. Implement Governor’s School Safety &amp; Security Guidelines</li> <li>4. Monitor MSBA Statement of Interest regarding high school renovations</li> <li>5. Implementation of “My Learning Plan” professional development software program</li> <li>6. Initiate on-line purchase orders</li> <li>7. Proposed purchase of two-way radios for all schools</li> </ol>	<ol style="list-style-type: none"> <li>1. Ongoing Professional Learning Communities meetings for elementary principals</li> <li>2. PLCs for teachers continue</li> <li>3. PreK-4 Math &amp; Literacy Teacher Leaders and Curriculum Facilitator monthly meetings</li> <li>4. Annual in-house professional development days for staff</li> </ol>	<ol style="list-style-type: none"> <li>1. Initiate new State Fingerprint-Based Program for new hires</li> <li>2. Participation in Global Compliance Network for state mandated training</li> <li>3. Review of all new State &amp; Federal laws by school attorney at annual Administrator’s Retreat</li> </ol>	<ol style="list-style-type: none"> <li>1. Investigate possible funding sources to sustain Advanced Placement Program at high school</li> <li>2. Begin preparations for FY’16 Budget process</li> <li>3. Continue the pursuit of available grants to offset school budget</li> <li>4. Purchase <i>Boardpaq</i> software program for School Committee use</li> </ol>
<b>YEAR 2015-2016</b>	<ol style="list-style-type: none"> <li>1. Proposed renovation of high school lower level to create Art classrooms</li> </ol>			<ol style="list-style-type: none"> <li>1. Fingerprinting continues for all staff &amp; personnel who have unsupervised, direct contact with students</li> </ol>	<ol style="list-style-type: none"> <li>1. Begin negotiation process with five bargaining units</li> <li>2. Full implementation of <i>Boardpaq</i> software program</li> </ol>
<b>YEAR 2016-2017</b>					
<b>YEAR 2017-2018</b>					

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STANDARD III: FAMILY AND COMMUNITY ENGAGEMENT				
Academic Year	Engagement Indicator	Sharing Responsibility Indicator	Communication Indicator	Family Concerns Indicator
<b>YEAR 2014-2015</b>	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	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	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	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
<b>YEAR 2015-2016</b>				
<b>YEAR 2016-2017</b>				
<b>YEAR 2017-2018</b>				

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### 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
<b>YEAR 2014-2015</b>	<ol style="list-style-type: none"> <li>1. Provide training for teachers of Advanced Placement students</li> <li>2. Dissemination of PreK-12 Student/Parent Handbooks</li> <li>3. Conduct monthly meetings with administrative team</li> <li>4. “Writing Across the Curriculum” year-long training for all Doering teachers</li> </ol>	<ol style="list-style-type: none"> <li>1. Continue to work with the Policy Subcommittee to review &amp; update existing district policies, as well as to create new policies</li> <li>2. Support Multi-Cultural Family Nights at various schools</li> </ol>	<ol style="list-style-type: none"> <li>1. Creation of student-centered television studio</li> <li>2. Parent/Guardian, staff, &amp; community outreach via the Connect Ed program, e-mail, district website, &amp; Channel 12</li> <li>3. Information provided during <i>Superintendent’s Notes</i> at regularly-scheduled school committee meetings</li> </ol>	<ol style="list-style-type: none"> <li>1. Expansion of professional development opportunities outside of school time (summer, after school)</li> <li>2. Continue Administrator’s Retreat</li> <li>3. Provide in-house trainings via the district’s IT Department</li> <li>4. Continue to provide Prof. Dev. in elementary literacy &amp; math</li> </ol>	<ol style="list-style-type: none"> <li>1. Address the needs identified by the Facility Needs Committee</li> <li>2. Publish annual <i>Back-to-School</i> edition of local newspaper</li> <li>3. Publish mid-year status of schools report in local newspaper</li> </ol>	<ol style="list-style-type: none"> <li>1. Continue monthly meetings with AEA leadership</li> <li>2. Expansion of Peer Mediation Program to Doering School</li> <li>3. Follow <i>Problem Resolution Guidelines</i></li> <li>4. Follow <i>Chain-of-Command</i></li> </ol>
<b>YEAR 2015-2016</b>			<ol style="list-style-type: none"> <li>1. Full implementation of My Learning Plan to track, store, and analyze professional development</li> </ol>	<ol style="list-style-type: none"> <li>1. Continue to provide teachers with SEI training in strategies</li> </ol>		
<b>YEAR 2016-2017</b>				<ol style="list-style-type: none"> <li>1. Mandated SEI or ESL strategies training (15 PDPs)</li> <li>2. Mandated effective strategies for teaching SPED students (15 PDPs)</li> </ol>		
<b>YEAR 2017-2018</b>						