

## DISTRICT/SUPERINTENDENT’S PRIORITIES RUBRIC “Building a Bridge to 2015”

STANDARD I: INSTRUCTIONAL LEADERSHIP					
Academic Year	Curriculum Indicator	Instruction Indicator	Assessment Indicator	Evaluation Indicator	Data-Informed Decision Making
<b>YEAR 2012-2013</b>	1. Align progress reports and report cards to reflect standards-based approach 2a. Pilot Grade 8 Pre-Algebra course at junior high school 2b. Implementation of Grade 7 STEM program 2c. Implementation of “Envisions” K-5 Math program	1a. Administer Standards for non-fiction writing 1b. Implementation of PreK-Common Core Facilitators 1c. Creation of PreK-4 ELA and Math Teacher Leaders 2. Continue to be a visible presence in all schools 3a. Enhancement of Agawam Occupational Program at high school to better prepare students for life skills after high school 3b. Continue to address the issues related to Autism Spectrum Disorder by developing in-house programs to keep students in district	1. Development and identification of common assessments for grades PreK-4 2. Purchase of OASYS Evaluation System Tool and subsequent training of all staff in its use	1. SMART Goal training for all staff – 50% 2. Continuation of classroom walkthroughs 3. Implementation of New Teacher/Administrator Evaluation Instrument 4. Conduct scheduled meetings with administrators to ensure their SMART Goals are aligned with District Priorities and School Improvement Plans	1.a. Expansion of PBIS and Data Success Teams to Agawam High School 1b. Stay abreast of Edwin Software Program (Teacher/Learning Portal) 2a. Developed and distributed district goals to administrators so that they may use them to develop their individual and school goals 2b. Negotiated new evaluation instrument with AEA
<b>YEAR 2013-2014</b>	2a. Implement Grade 8 Pre-Algebra course at junior high school 2b. Expand Stem program to Grade 8		1. Development and identification of common assessments for grades 5-6	1. SMART Goal training for all staff – 100%	1b. Pilot Edwin Software Program (Teacher/Learning Portal)
<b>YEAR 2014-2015</b>			1. Development and identification of common assessments for grades 7-8		1b. Implement Edwin Software Program (Teacher/Learning Portal)

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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 2012-2013</b>	1. High school cafeteria redesigned to enhance food offerings to increase student participation in school lunch program 2a. Expansion of Point-of-Sales program to Doering School 2b. Pilot P.O.S. to one elementary school 3a. Develop and submit state-mandated Emergency Preparedness Plan 3b. Resurfacing of three elementary playscapes with a rubberized material to ensure student safety 3c. Removal of existing Phelps School gymnasium floor and replacement with appropriate surface 3d. Continuation of annual safety drills/procedures (fire, lockdown, bus evacuation, dog searches), security cameras, SRO, & D.A.R.E. program	1. SubFinder software program implementation, School Spring recruitment program, professional organization sites, newspapers 2. Create professional development opportunities for professional staff to comply with state mandates	1. Creation of Advisor/Advisee Program at high school 2. Continuation of Professional Learning Communities	1a. Review, recommend, and update district-wide policies with School Committee to ensure continuity and compliance with State & Federal law 1b. Educate all food service personnel regarding new Federal Nutritional Guidelines 1c. Implement new food menus that are in compliance with new Federal regulations 1d. Continue to address needs sighted in the NEASC report to meet goals of accreditation by 2017 1e. Commence negotiations with five bargaining units 1f. Continue to update C.O.R.I. reports as required by law 2. Require completion of State Ethics Test by all employees and new hires	1a. Continue to train employees about latest MUNIS system upgrades 1.b Research and apply for competitive and entitlement grants to augment school budget (RTTT; Title I, II, II, IV; & MMSI)
<b>YEAR 2013-2014</b>	1a. Investigate the expansion of the early childhood program to 3 remaining elementary schools. 1b. Investigate moving ELL program to 1 central location in elementary school. 1c. Study converting former building maintenance area to art rooms. 2b. Expand P.O.S. to two elementary schools.				
<b>YEAR 2014-2015</b>	2b. Expand P.O.S. to two remaining elementary schools.				

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**STANDARD III: FAMILY AND COMMUNITY ENGAGEMENT**

Academic Year	Engagement Indicator	Sharing Responsibility Indicator	Communication Indicator	Family Concerns Indicator
<b>YEAR 2012-2013</b>	1a. Collaboration with Agawam Housing Authority DWST monthly meetings 1b. Proposed community-wide “Social Media Forum” 2. Continue collaboration with Agawam Chamber of Commerce to expose students to career opportunities via Career Days at junior high	1a. Expansion of after-school tutorial programs to all elementary schools and Doering School 1b. Continuation of Behavioral Health Network support for students and families 1c. Continue affiliation with Recovery High School and similar support programs 2. Continued support of school/parent organizations (PTOs, School Councils, APAC)	1. Utilization of electronic parent/school communication software systems (Ed-Line, Connect-Ed, AP Web, & Admin. Plus) 2. Provide translated materials in native language to ELL families	1a. Agawam Family and Community Program (outreach for parents) 1b. Ongoing parental/student orientation programs (Maze Days at junior high, Freshman Orientation at high school, Grades 4 & 6 Step-Up days)
<b>YEAR 2013-2014</b>				
<b>YEAR 2014-2015</b>				

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STANDARD 4: 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 2012-2013</b>	1a. Continue recruiting practice of hiring only highly-qualified staff (100%) 1b. Continue to encourage students to set high standards for themselves by enrolling in honors and AP courses 1c. Subsidize PSATs which identify students who have potential to take more rigorous courses 2. Continuation of 5-Year District Plan “Building a Bridge to 2015” 3. Creation of opportunities for teachers and administrators to meet professionally to discuss school-related issues	1. Continue the practice of recognizing and respecting people of different cultures through our curriculum as well as through school-sponsored activities and clubs (Diversity Club, Family Cultural Nights)	1. Implementation of Education Television Channel 2. Enhancement of district website	1. Expansion of professional development days due to implementation of Common Core Standards and new evaluation tool standards 2. Annual Administrator’s Retreat and Data Summits	1a. District vision aligned with National Institute for School Leadership (NISL) 1b. Establish a Facilities Needs Committee to investigate effectiveness of existing buildings/facilities (potential recommendations to MSBA to address deficiencies)	1a. Follow established Chain-of-Command 1b. continuation of Peer Mediation Program at high school 1c. Expansion of Peer Mediation Program to junior high school 2. Utilization of Problem Resolution Guidelines 3. Conduct monthly administrative meetings
<b>YEAR 2013-2014</b>				1a. Expansion of professional development to opportunities outside of school time (summer, after school) 2. Continue Administrator’s Retreat and Data Summits		
<b>YEAR 2014-2015</b>				1a. Expansion of professional development to opportunities outside of school time (summer, after school) 2. Continue Administrator’s Retreat and Data Summits		