

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
YEAR 2012-2013	<ol style="list-style-type: none"> 1. Align progress reports and report cards to reflect standards-based approach 2. Pilot Grade 8 Pre-Algebra course at junior high school 3. Implementation of Grade 7 STEM program 4. Implementation of “Envisions” K-5 Math program 	<ol style="list-style-type: none"> 1. Administer Standards for non-fiction writing 2. Implementation of PreK-12 Common Core Facilitators 3. Creation of PreK-4 ELA and Math Teacher Leaders 4. Continue to be a visible presence in all schools 5. Enhancement of Agawam Occupational Program at high school to better prepare students for life skills after high school 6. Continue to address the issues related to Autism Spectrum Disorder by developing in-house programs to keep students in district 	<ol style="list-style-type: none"> 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 	<ol style="list-style-type: none"> 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 	<ol style="list-style-type: none"> 1. Expansion of PBIS and Data Success Teams to Agawam High School 2. Stay abreast of Edwin Software Program (Teacher/Learning Portal) 3. Develop and distribute district goals to administrators so that they may use them to develop their individual and school goals 4. Negotiated new evaluation instrument with AEA
YEAR 2013-2014	<ol style="list-style-type: none"> 1. Implement Grade 8 Algebra & Advanced Math courses at junior high school 2. Implement Grade 8 STEM program 3. Purchase new textbooks for Grades 6-8 Math, JH Foreign Language, HS Biology and World History 4. Increase number of Bright Links projectors throughout district 5. Review report card and progress report changes and adjust as needed to reflect standard-based approach 	<ol style="list-style-type: none"> 1. Community Innovation Grant 2. Sheltered English Immersion Training (RETELL) 3. Continue RTI Program at elementary schools 4. Obtain more non-fiction literature for all schools to better address Common Core Standards 	<ol style="list-style-type: none"> 1. Pilot PARCC 2. Develop & submit DDMs to DESE 3. Investigate the purchase of electronic devices for PARCC implementation 4. Review Technology infrastructure to support PARCC 5. Evaluate Effectiveness of OASYS software program 	<ol style="list-style-type: none"> 1. SMART Goal training for 100% of staff 2. Expansion of evaluation instrument to 100% of staff 3. Streamline OASYS evaluation forms 	<ol style="list-style-type: none"> 1. Complete SIF compliance with student schedules and EPIMS 2. Implement district-wide new teacher evaluation instrument 3. Pilot Edwin Software Program (Teacher/Learning Portal)
YEAR 2014-2015	<ol style="list-style-type: none"> 1. Purchase new textbooks for HS Physics, ELA, Math, Science, Chemistry, Social Studies 2. Evaluate future textbook needs 	<ol style="list-style-type: none"> 1. SEI Training Continues 	<ol style="list-style-type: none"> 1. DDM implementation 2. PARCC implementation 3. Purchase electronic devices to implement PARCC 		<ol style="list-style-type: none"> 1. 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
YEAR 2012-2013	<ol style="list-style-type: none"> 1. High school cafeteria redesigned to enhance food offerings to increase student participation in school lunch program 2. Expansion of Point-of-Sales program to Doering School 3. Pilot P.O.S. in one elementary school 4. Develop and submit state-mandated Emergency Preparedness Plan 5. Resurfacing of three elementary playscapes with a rubberized material to ensure student safety 6. Removal of existing Phelps School gymnasium floor and replacement with appropriate surface 7. Continuation of annual safety drills/procedures (fire, lockdown, bus evacuation, dog searches), security cameras, SRO, & D.A.R.E. program 	<ol style="list-style-type: none"> 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 	<ol style="list-style-type: none"> 1. Creation of Advisor/Advisee Program at high school 2. Continuation of Professional Learning Communities 	<ol style="list-style-type: none"> 1. Review, recommend, and update district-wide policies with School Committee to ensure continuity and compliance with State & Federal law 2. Educate all food service personnel regarding new Federal Nutritional Guidelines 3. Implement new food menus that are in compliance with new Federal regulations 4. Continue to address needs sighted in the NEASC report to meet goals of accreditation by 2017 5. Commence negotiations with five bargaining units 6. Continue to update C.O.R.I. reports as required by law 7. Require completion of State Ethics Test by all employees and new hires 	<ol style="list-style-type: none"> 1. Continue to train employees about latest MUNIS system upgrades 2. Research and apply for competitive and entitlement grants to augment school budget (RTTT; Title I, II, IV; & MMSI)
YEAR 2013-2014	<ol style="list-style-type: none"> 1. Investigate & secure funding for new Early Childhood Center 2. Remove carpet & install tile flooring at Granger School 3. Construct new access road at Phelps school 4. Investigate moving ELL program to 1 central location in elementary school. 5. Study converting former building maintenance area to art rooms. 6. Expand P.O.S. to one elementary school 	<ol style="list-style-type: none"> 1. Aesop software program implementation, School Spring recruitment program, professional organization sites, newspapers 2. Serve as site for regional SEI Training 3. Purchase tutorial software program to address staff compliance with State & Federal regulations 	<ol style="list-style-type: none"> 1. Schedule monthly meetings at department/grade level to address curriculum issues 2. Dedicate 2013-2014 Professional Development activities to address DDMS 3. Full implementation of Advisor/Advisee program at high school 	<ol style="list-style-type: none"> 1. Initiate new breakfast program at RPS 2. Finalize negotiations with 5 bargaining units 3. Plan for new State Fingerprinting Program 4. Review K-12 food menus to ensure they meet Federal Guidelines 	<ol style="list-style-type: none"> 1. Secure funding source for continuation of MMSI 2. Develop FY'15 Budget timeline 3. Investigate new lease agreement for all school copiers
YEAR 2014-2015	<ol style="list-style-type: none"> 1. Develop plans for new ECC 2. Remove carpet at Doering, Phelps, & Granger Schools and replace with tile flooring 3. Renovate 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 			<ol style="list-style-type: none"> 1. Initiate new State Fingerprinting Program 	

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STANDARD III: FAMILY AND COMMUNITY ENGAGEMENT				
Academic Year	Engagement Indicator	Sharing Responsibility Indicator	Communication Indicator	Family Concerns Indicator
YEAR 2012-2013	<ol style="list-style-type: none"> 1. Collaboration with Agawam Housing Authority 2. DWST monthly meetings 3. Proposed community-wide “Social Media Forum” 4. Continue collaboration with Agawam Chamber of Commerce to expose students to career opportunities via Career Days at junior high 	<ol style="list-style-type: none"> 1. Expansion of after-school tutorial programs to all elementary schools and Doering School 2. Continuation of Behavioral Health Network support for students and families 3. Continue affiliation with Recovery High School and similar support programs 4. Continued support of school/parent organizations (PTOs, School Councils, APAC) 	<ol style="list-style-type: none"> 1. Utilization of electronic parent/school communication software systems (Ed-Line, Connect-Ed, AP Web, & Admin. Plus) 2. Employ electronic survey tools such as Zoomerang to obtain parental and community feedback 3. Provide translated materials in native language to ELL families 	<ol style="list-style-type: none"> 1. Agawam Family and Community Program (outreach for parents) 2. Ongoing parental/student orientation programs (Maze Days at junior high, Freshman Orientation at high school, Grades 4 & 6 Step-Up days)
YEAR 2013-2014	<ol style="list-style-type: none"> 1. Continue DWST monthly meetings with all stakeholders 2. Continue collaboration with Chamber of Commerce 3. Formalize plans with community members for new track facility 4. Support various booster clubs 5. Continue to investigate ways of involving businesses and the community in supporting school initiatives 	<ol style="list-style-type: none"> 1. Expansion of BHN services within district 2. Continue association with Recovery High School 3. Continue association with HCC’s “Gateway to College” program for at-risk students 4. Continue professional development association with LPVEC 	<ol style="list-style-type: none"> 1. Analyze & update the 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 3. Provide tutors for ELL students when required 	<ol style="list-style-type: none"> 1. Continue to offer and support Agawam Family and Community Program (outreach for parents) 2. Implementation of orientation program for parents of grade 5 students & those new to Doering School
YEAR 2014-2015	<ol style="list-style-type: none"> 1. Continue to develop plans/construction of new track facility 2. Continue supporting various booster clubs 			

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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
YEAR 2012-2013	<ol style="list-style-type: none"> 1. Continue recruiting practice of hiring only highly-qualified staff (100%) 2. Continue to encourage students to set high standards for themselves by enrolling in honors and AP courses 3. Subsidize PSATs which identify students who have potential to take more rigorous courses 4. Continuation of 5-Year District Plan "Building a Bridge to 2015" 5. Creation of opportunities for teachers and administrators to meet professionally to discuss school-related issues 	<ol style="list-style-type: none"> 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) 	<ol style="list-style-type: none"> 1. Implementation of Education Television Channel 2. Enhancement of district website 	<ol style="list-style-type: none"> 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 	<ol style="list-style-type: none"> 1. District vision aligned with National Institute for School Leadership (NISL) 2. Establish a Facilities Needs Committee to investigate effectiveness of existing buildings/facilities (potential recommendations to MSBA to address deficiencies) 	<ol style="list-style-type: none"> 1. Follow established Chain-of-Command 2. Continuation of Peer Mediation Program at high school and junior high school 3. Utilization of Problem Resolution Guidelines (SPED) 4. Conduct monthly administrative meetings 5. Continue monthly meetings with AEA leadership
YEAR 2013-2014	<ol style="list-style-type: none"> 1. Continue implementing PLCs 2. Expansion of Common Core Facilitators & Teacher Leaders 3. DESE Coordinated Program Review for Special Education, Civil Rights, ELL, & Title I 4. Continue work for NEASC accreditation 5. Respond to school-related issues that have been identified by teachers and administrators 	<ol style="list-style-type: none"> 1. Continue to promote cultural awareness through HS Foreign Language Club-sponsored activities & JH Foreign Language classes 	<ol style="list-style-type: none"> 1. Airing of more teacher/student created videos relating to academics on Channel 12 2. Airing of Family and Community Engagement Activities/Events on Channel 12 3. Airing of Town-Wide Activities/Events on Channel 12 4. Continue to utilize district website to inform parents/community regarding issues of importance 	<ol style="list-style-type: none"> 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 3. Continue to encourage & support Professional Development to attain professional licensure 	<ol style="list-style-type: none"> 1. Submit SOI to MSBA for possible renovation of existing high school building 2. Investigate funding for new ECC1. 3. Devise strategies to address the needs identified by the Facility Needs Committee 	<ol style="list-style-type: none"> 1. Monthly meetings between Superintendent & AEA officers 2. Continuation of PBIS program 3. Continuation of Capturing Kids Heart program at HS
YEAR 2014-2015			<ol style="list-style-type: none"> 1. Creation of student-centered television studio 	<ol style="list-style-type: none"> 1. Expansion of professional development to opportunities outside of school time (summer, after school) 2. Continue Administrator's Retreat and Data Summits 	<ol style="list-style-type: none"> 1. Address the needs identified by the Facility Needs Committee 	<ol style="list-style-type: none"> 1. Continue monthly meetings with AEA leadership 2. Expansion of Peer Mediation Program to Doering School