Lynn Public Schools
Superintendent Goals SY 18-19

Student Learning Goal:
Increase achievement for all students

Key Indicators:
- Reduce the academic achievement gap in ELA and Math MCAS by 3 percentage points for the Students with Disabilities subgroup in grades 3-8.
- Increase the percentage of students making progress toward English language proficiency from 48% to 52%
- Meet DESE-identified targets for chronic absenteeism (to be released Fall 2018)

Key Actions:
- Focus District Leadership Team and building leadership meetings on improving instructional practices through professional development, supervision and evaluation, looking at and analyzing data.
- Identify and provide professional development and resources to identified schools through the Framework of Support model.
- Assist school leaders in understanding and utilizing data to identify student learning gaps, link gaps to standards, and identify instructional strategies and/or interventions to effectively address gaps.
- Leverage Extended Learning Time program for math in grades k-8.
- Leverage Extended Learning Time program for Inclusion students at target schools.
- Engage district-wide Meeting the Needs of English Learners professional development initiative.
- Develop and implement Every Student Every Day attendance initiative.
## District Improvement Goals

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| Engage a diverse group of educators and community stakeholders to    | • Identify and secure a consultant to lead participants through the process.  
| develop a multiyear strategic plan complete with a collaboratively-   | • Assemble leadership and inclusive planning teams  
| developed vision and district core values.                           | • Leverage *Planning for Success* strategic planning model  
|                                                                       | • Complete process and related document by May 2019 |
| Develop a strategy to recruit, professionally develop, and retain a   | • Assemble a team to research and develop plan  
| diverse staff.                                                       | • Develop and administer survey for current staff of color  
|                                                                       | • Identify university partner  
|                                                                       | • Leverage findings from the Superintendent’s participation on the design team for DESE’s Influence 100 initiative |
| Develop (or identify) a comprehensive PreK-5 social-emotional       | • Executive Director of Social and Emotional learning will convene a diverse team to identify or develop curriculum.  
| learning curriculum framework and related professional development  | • Professional development modules will be identified or created. |
**Superintendent’s Professional Practice Goal:**

Develop skills in strategy development, data analysis, and instructional leadership by completing the first year of the New Superintendent Induction Program and earning at least *Proficient* ratings on each major assignment.

**Key Indicators:**

- Calendar documents attendance and contact with coach.
- Rubric rating on each assignment demonstrates proficiency.

**Key Actions:**

- Attend eight daylong professional development sessions.
- Complete assigned reading and leadership tasks.
- Consult with the assigned coach at least monthly.