

Lynn Public Schools
Superintendent Goals SY19-20

**Student Learning Goal:
Increase achievement for all students**

Key Indicators:

- **Meet Department of Elementary and Secondary Education targets for English Language Arts and Mathematics for Students with Disabilities subgroup in non-high school category.**
- **Increase the percentage of students making progress toward English language proficiency to 50%.**
- **Meet DESE-identified targets for chronic absenteeism at the high school and non-high school levels.**

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 Students with Disabilities at target schools.
- Engage district-wide *Meeting the Needs of English Learners* professional development initiative with a yearlong focus on vocabulary strategies.
- Refine and expand Every Student Every Day attendance initiative.

District Improvement

| Goals | Key Actions |
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| <p>Develop a five-year technology plan, including ongoing needs assessments of infrastructure (hardware, software, devices, and connectivity), repair, and replacement.</p> | <p><i>Action Plan development in progress. Will include feature a focus on cyber security.</i></p> |
| <p>Successfully implement year one actions in the effort to increase and retain a racially and linguistically diverse staff.</p> <p>Engage these steps as part of a five-year plan to increase the staff of color by 1% each year.</p> | <ul style="list-style-type: none"> ● Engage year long professional development on principles of Equity for LPS leadership team (all principals and directors). Research candidate of color recruitment events to begin SY20-21 ● Research and develop MTEL preparation and support mechanism. ● Propose new recruitment position for human resources for FY21 budget. ● Partner with the Lynn Teachers Union to explore means to hire candidates before June 15th. ● Host strategy meeting with potential college/university partners. ● Mentor and Induction program review to identify and/or refine specific features for teachers of color. |
| <p>Develop (or identify) a comprehensive secondary-level social emotional learning curriculum framework and related professional development for implementation SY20-21</p> | <ul style="list-style-type: none"> ● Executive Director of Social and Emotional Learning will convene a diverse team to identify or develop curriculum. ● Professional development modules will be identified or created. |
| <p>Develop a plan to maximize learning and growth opportunities and strengthen overall experience for students in grades 9-12</p> | <ul style="list-style-type: none"> ● Refine and expand Early College Initiative ● Expand Career and Technical Education access. ● Develop and implement a plan to reduce overcrowding. ● Leverage the outcomes and recommendations of the High School design initiative. ● Identify budget implications and appropriate funding streams. ● Identify and apply for outside funding opportunities to support alternative approaches to scheduling. |

Superintendent's Professional Practice Goal:

Develop skills in strategy development, data analysis, and instructional leadership by continuing active participation in year two of New Superintendents' Induction Program

Key Indicators:

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

Key Actions:

- **Attend six day long professional development sessions**
- **Consult monthly with assigned NSIP coach about key pieces of NSIP work including continued implementation of District Strategy, continued building of a strong Leadership Team and leading instructional improvement district wide**