District Goals 2017-18

Concord Public Schools

Mission: Educate all students in becoming independent lifelong learners, creative thinkers, caring citizens, and responsible contributors in a global society.
Core Values: Academic Excellence, Empathic and Respectful Community, Educational Equity, Continuous Improvement, Professional Collaboration

GOALS	ACTIONS	OUTCOMES
1. By June 2018, students in grades K-8 will master critical end of year grade level standards.	- CMS analyzes summative and formative common assessment data to adjust instruction and/or provide targeted intervention. CMS implements a common assessment, "universal screener," in reading. - CMS implements RtI in English and math; Language Literacy Intervention will be used in Grades 6&7 ELA and Ten Marks software for math. - Current CMS curriculum units will be revised to include differentiated lessons by skill levels, interest, and/or learning style. - K5 teachers implement the Everyday Math 4 curriculum and participate in ongoing professional development for	- Grades 6-8 students' average final grades are B- or higher. - K5 students achieve 85% proficiency of critical standards on final progress reports. 85% Grades 5 and 8 score Adv/prof on ELA MCAS. 85% Grades 5 and 8 score Adv/Prof on Math MCAS. 80% of K8 students participating in RtI services will meet the end of year grade level benchmarks. 90% of K8 students participating in special education will meet their IEP goals. 80% of ELL students will

	successful implementation. ● K5 Teachers implement the new NGSS-aligned curriculum. ● K5 Grade level teams monitor student progress by analyzing common assessment data to adjust instruction and to provide targeted instruction with RtI groups. ● Special educators, Reading Specialists, and tutors participate in Leveled Literacy training and implement LLI strategies in RtI. ● ELL teachers implement a new EL curriculum aligned with CCSS.	increase their English proficiency levels by 2 levels. ● All K8 student groups will narrow proficiency gaps on the MCAS as measured by the cumulative CPI 75 or higher. ● All schools and CPS School District will improve DESE classification from Level 2 to Level 1 Accountability Level.

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2. During the 2017-18 school year, we will provide students with a rigorous and coherent curriculum and high-quality instruction that engages all students to develop their curiosity, creativity, critical thinking, and collaborative problem solving skills.	- K8 teachers implement differentiated instruction, interdisciplinary units, and project-based learning. - CMS Instructional Coaches provide teacher feedback on improving differentiated instruction for High Needs students. - CMS teachers continue to implement Google Classroom to increase students' digital literacy skills. - K5 teachers collaborate with Tech Specialists and Library Media Specialists to reinforce digital citizenship skills and writing skills in a collaborative digital environment. - Elementary ESC enhances plan for K5 Spanish. - Elementary ESC and Admin team review daily K5 instructional schedule for improvements. - K8 teachers participate on K12 Science, K12 STEAM, and	100% CMS students use Google Apps. 100% of students in grades 3-5 will successfully complete 2-4 writing pieces in a collaborative digital environment and demonstrate appropriate digital citizenship skills. 100% K8 students will participate in at least one new interdisciplinary, project-based lesson. 100% of students in K-2 will publish at least one digital project. - Teachers will participate in professional learning opportunities for new Science and STEAM curriculum units, differentiated instruction for accelerated students, project-based learning, and interdisciplinary units. - New, improved instructional schedule that includes Spanish instruction for K5 will

	K12 Professional Learning Council to develop curricular improvements and provide professional learning opportunities for teachers. ● CMS increases elective choices with Latin. ● K12 STEAM committee partners with CEF to develop and implement K8 STEAM/Innovation Lab at Ripley.	be reviewed. ● Implementation of the new Latin elective for CMS students.

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3. K-8 students feel safe, supported, and respected by peers and adults by increasing students' social and emotional learning.	- CMS increases student responsibility and community participation through Student Leaders, Peer Mentors, and Peer Tutors. - CMS implements an Advisory Program, Homebase. - K5 teachers collaborate with K5 Mental Health teams to promote calm classrooms, greater self-awareness, and improved self-regulation for students. - K5 monthly school-wide celebrations reward positive student behavior and promote community. - All K5 staff and students participate in weekly Open Circle meetings.	10% increase CMS student participation in Student Leaders, Peer Mentors, and Peer Tutors. 10% decrease in CMS behavior referrals to Assistant Principals/Principal. - CMS committee develops full advisory program. 10% decrease in behavior referrals to K5 principal/mental health team.

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4. By June 2018, increase achievement for all students and narrow the achievement gaps for identified groups.	• Each school identifies students who are not meeting benchmark in reading or math using common assessments and/or universal screeners. • Each student is given intervention services in the area of need and progress is monitored. • Decisions on the efficacy of the intervention are made until an effective platform is found.	• 85% of students come in the top two levels in the new MCAS in ELA and math. • The most effective interventions are identified for our populations in math, reading, writing, and socio-emotional.

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5. Improve the Supervision and Evaluation process by calibrating the 5-step cycle, increasing rater-reliability, and aligning S & E with student data.	• Improve upon and continue providing the district course in S&E through Concord Fellows. • District Evaluators continue to participate in monthly professional learning to calibrate the cycle, improve inter-rater reliability, and align S&E with student data. • Provide targeted constructive feedback for all educators as evidenced by educator goal attainment. • Use multiple data sources to evaluate teachers as evidenced by artifact uploads and summative evaluations.	• Provide targeted constructive feedback for all educators as evidenced by educator goal attainment. • Use multiple data sources to evaluate teachers as evidenced by artifact uploads and summative evaluations.

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6. Provide students and staff with the resources, materials, and infrastructure to support high quality learning environments.	- Work with school administration, CPS school Committee, and Concord Finance Committee to develop FY18 CPS budget that supports district goals. - Discuss FY19 CPS budget development at each CPS SC meeting to increase public understanding of the budget process. - Present preliminary FY19 budget to CPS teachers, CPS SC, and Concord Finance Committee. - Develop FY19 budget book and present SC adopted FY19 budget at Public Hearings and Town Meeting. - Digitize administrative functions in the Business, School and HR offices. - Reduce, reuse and recycle district wide - Collaborate with CMS Facilities Committee to develop a long term plan pending MSBA feedback.	- FY19 CPS budget is approved at Concord Town Meeting. - Create long term plan for CMS facilities. - Reduce by 10% paper, water, gas, electricity in all school buildings.

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7. Build support, consensus, and community engagement for the district mission, core values, challenges, and accomplishments, and critical decisions using multiple communication strategies.	• Improve parent communication via Aspen Parent Portal. • Continue "Your Voice Matters" to solicit community feedback. • Conduct Principal and SC coffees during the school year to both share information and receive feedback. • Continue communication to community through school meetings, parent meetings, PTG, district, CPS websites, monthly updates, school newsletters, local media, social media, and the annual performance report.	• Parents report improved home- school communication. • Increase community awareness of CPS goals, accomplishments, and challenges as measured by informal and formal feedback.