



Date: September 6, 2023

To: Granby Board of Education

From: Cheri P. Burke, Superintendent of Schools

Subject: Superintendent Goals: 2023-2024 School Year

All six Board of Education goal areas will continue this year. The goals are embedded in our daily work and will be incorporated into each school and department strategic plans. The Superintendent of Schools goals for the 2023-2024 school year are highly focused on the following two areas:

Goal 1: Student Learning and Achievement

Improve student achievement, academic performance and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness.

Superintendent-Specific Goals:

- 100% of students will demonstrate growth toward mastery of Science, ELA and Math as measured by performance at the proficiency level or higher on state summative assessments.

Granby Public Schools proficiency targets for 2023-2024 summative assessments are:

- 80% of students will meet the proficiency level for literacy as measured by the Smarter Balanced Assessment in grades 3-8 and PSAT/SAT in grades 9-11.
- 70% of students will meet the proficiency level for math as measured by the Smarter Balanced Assessment in grades 3-8 and PSAT/SAT in grades 9-11.
- 80% of students in grades 5, 8 and 11 will meet the proficiency level as measured by the Next Generation Science Assessment.

Building goals will focus on individual student growth across bands of performance. This fall, the Superintendent of Schools and the Assistant Superintendent are holding data meetings with each building Principal and the Director of Pupil Services to identify individual student targets for growth.

The focus is to accelerate the scores of individual students not yet reaching proficiency level by one-half of a performance band per academic year. For example, a student scoring in the upper half of level 2 will be supported to obtain a score within the lower half of band 3, therefore making more than a year's worth of growth to close the gap in literacy and/or math performance.

Goal 2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

Superintendent-Specific Goals:

Develop a District Communications Plan responsive to the needs of Granby Public Schools and all relevant partners and groups. Relevant partners and groups include students, parents, teachers, administrators and staff, community members, and local businesses and organizations. To develop and implement this plan, we will work with a communications consultant to accomplish each of the following components:

- **Assess current Practice** - Meet with all district leaders to determine the current status of communication efforts. Determine what is working and what needs to be improved.
- **Survey Groups** - Conduct surveys of all stakeholders to gather overall impressions of the current state of communication in Granby Public Schools.
- **Connect with focus groups** - Three focus groups will be held (one for parents, one for teachers/staff and one for community/business members). The groups will provide a deeper understanding of the needs of each stakeholder group and opportunities for improvement.
- **Identify Strengths and Weaknesses and Determine Priorities and Recommendations** - This will include opportunities to meet with the school administration team and Board of Education members to discuss survey results, share outcomes from focus groups and gather additional information to identify priorities for short- and long-term goals.
- **Create Communications Plan with Measurable Objectives, Strategies, and Timeline**
- **Implement and Evaluate Plan**

In addition to development of a communications plan, as a new Superintendent, I will spend time fostering trust with all stakeholders in the following ways:

- Hold “Meet the Superintendent” open office hours across the year to engage with parents and community members.
- Establish a Student Advisory Board (6-12 grade students) to meet directly with the Superintendent of Schools three times a year.
- Create a forum for “Super Chats” which will promote transparency, collaboration and parent involvement across the school year.
- Write a regular column for *The Granby Drummer* to highlight district initiatives.
- Spend a minimum of one full day per month in each school to meet with administrators, visit classrooms and have informal opportunities to engage with students and staff.
- Attend PTO meetings, SEPTO meetings and PACT meetings to engage with parent groups.
- Be visible at sporting events, school concerts and plays, curriculum nights, open houses, etc.
- Friday updates emailed to Board of Education members with timely and purposeful information.
- Regularly communicate with town officials, town boards and local organizations.