

**NEW FAIRFIELD SUPERINTENDENT PRIORITIES AND GOALS LEADING TO
ACTION STEPS AT THE DISTRICT AND SCHOOL LEVELS**
(The goals in red will be included in the Superintendent's evaluation.)

Revised 9.18.18

PRIORITY	ACTION STEPS	SMART Goal
<p><i>1. The district will improve student achievement for all students evidenced through multiple measures (Student Achievement).</i></p>	<ol style="list-style-type: none"> <i>1. Clearly define and implement Tier 1, 2, and 3 RTI (MTSS) academic structures and procedures and follow with fidelity across all buildings.</i> <i>2. Implement well-articulated curriculum including success criteria and PBAs.</i> <i>3. Create aligned benchmark assessments.</i> <i>4. Use data to impact instruction and student achievement.</i> <i>5. Establish well-designed supports and interventions to decrease gaps and increase student achievement.</i> 	<ol style="list-style-type: none"> <i>1. Grades 3-8 At least 80% of 3rd-8th grade students will achieve Levels 3/4 on the 2019 ELA and 2019 Math.</i> <i>2. Year-over-Year Comparison: EBRW average scores on the CT SAT School Day for the Class of 2020 will increase by 10 points as compared to scores for the Class of 2019. (This would raise our scores to match the 2018 DRG Average.)</i> <i>3. Year-over-Year Comparison: EBRW average scores on the CT SAT School Day for the Class of 2020 will increase by 12 points as compared to scores for the Class of 2019. (This would halve the difference between our scores and the 2018 DRG Average.)</i> <i>4. Cohort Growth: EBRW average scores for the Class of 2020 cohort will grow by 20 points more than expected between the PSAT administration in Grade 10 and the CT SAT School Day. (Meeting this goal is anticipated to result in meeting the Year-over-Year goal.)</i> <i>5. Cohort Growth: Math average scores for the Class of 2020 cohort will grow by 20 points more than expected between the PSAT administration in Grade 10 and the CT SAT School Day. (Meeting this goal is anticipated to result in falling short of meeting the Year-over-Year</i>

		<p><i>goal. We would need to have growth be more than 30 points above the expected.)</i></p> <p><i>We can revise each target once we received fall PSAT scores in December. These scores will serve as a "mid-year" check from the Grade 10 PSAT to CT SAT School Day.</i></p>
<p>2. The district will provide all students with high quality instruction based on coherent and aligned curricula, resources, and assessments.</p>	<ol style="list-style-type: none"> 1. Ensure design and implementation of a rigorous and engaging curriculum embedded with 21st century skills, aligned with the Common Core State Standards and the SBAC. Well-articulated curriculum will include success criteria and PBAs. 2. Develop multi-year plan for curriculum development that includes development, revision, and rewrite. 3. Implement plan for review of textbooks and other resources. 4. Ensure ongoing, targeted professional development geared towards specific high quality instruction over a 3-5 year period. 5. Focused development in STEM. 6. Provide ongoing training with teacher on the new Teacher Evaluation Rubric and linking it to Visible Learning. 	
<p>3. The district will focus on closing the achievement gaps between regular and special education students.</p>	<ol style="list-style-type: none"> 1. Disaggregate data and analyze students' strengths and weaknesses. These data should be discussed at regular data team meetings and incorporated into School Improvement Plans. 2. Continue to increase communication and cultivate partnerships with families. 3. Work collaboratively with WCSA to develop more cooperative programming for students. 4. Proactive budget planning to provide for programing and out-of-district placements. 5. Continue professional learning for special education teachers to improve instructional 	

	<p>practices.</p> <p>6. Increase collaboration between regular education staff, specialists, and special education teachers.</p>	
<p>4. The district will provide meaningful professional learning to faculty and staff that targets identified areas of need and supports the achievement of the district's goals/vision, student achievement, and individual professional growth.</p>	<ol style="list-style-type: none"> 1. Ensure a shared vision of <i>Assessment Capable Learners</i> (clear learning targets, student self-assessment, success criteria, etc.) across the district. 2. Utilize revised Teacher and Administrator Evaluation Rubric. 3. Explore PL from ReVISION Learning. 4. Develop a plan for a clear coaching program and teacher evaluation cycles. 5. Provide more personalizing learning options for staff (menus on PL days). 6. Explore Turn-Key PL (train-the-trainer model). 7. Implement instructional rounds/learning walks. 8. Develop a <i>New Fairfield Academy of Leaders</i> to ensure continuity and capacity of district goals and visions. 9. Use outside experts and pursue professional learning opportunities at conferences when necessary. 	
<p>5. The district will support the development of social emotional learning (SEL) by equipping all students with strategies to build self-regulation and self-awareness.</p>	<ol style="list-style-type: none"> 1. Administer Panorama survey on SEL to determine effectiveness of SEL programs. 2. Educate families to inform common language and strategies. 3. Align practices and improve transitions Pre-K-12 and foster courageous conversations between buildings. 4. Work on a PreK-12 developmental guidance plan. 5. Become a KIND campus (Ben's Bells). 6. Communicate student needs and management plans on a regular basis. 7. Utilize the school support personnel for 	

	<p>Tier 2 and Tier 3 interventions.</p> <p>8. Utilize the CST/RTI process to monitor the growth of students with more significant T2/T3 behaviors.</p>	
<p><i>6. The district will create a positive school, district, and town culture based on authentic school-home partnerships, ongoing communication, and family and community engagement opportunities.</i></p>	<ol style="list-style-type: none"> <i>1. Develop programs that foster positive relationships.</i> <i>2. Meet regularly with the town leaders.</i> <i>3. Implement a proactive communication plan including an online presence on social media.</i> <i>4. Ensure parent/student representation on all applicable committees.</i> <i>5. Ensure increased communication and transparency among teachers and administrators.</i> <i>6. Create opportunities for open lines of communication between parents and school.</i> 	
<p>7. The district will develop a Communications / Public Relations / Marketing plan to promote the New Fairfield School District to inform community members and the general public about our great schools, students success, and community.</p>	<ol style="list-style-type: none"> 1. Audit current plans. 2. Develop and implement a district communication plan. 3. Involve all stakeholders in sharing the success of New Fairfield and its school programs with the general public. 4. Work with NFHS staff to prepare for the NEASC visit in October 2018. 5. Continue to develop a high quality College and Career Center ensuring all students have a plan for life after NFHS. 6. Develop program to follow-up on students after graduation. 	
<p><i>8. The district will provide and maintain a safe environment and will work in conjunction with the town to review the needs and planning for school facilities.</i></p>	<ol style="list-style-type: none"> <i>1. Ensure school safety plan is updated and all staff and students have a common and comfortable understanding of procedures.</i> <i>2. Provide ongoing in-service in school safety plans.</i> 	<ul style="list-style-type: none"> - <i>In-service training for all staff is scheduled and conducted by June 2019 (and thereafter annually).</i> - <i>Drills for each type of emergency procedure in the district safety plan are scheduled and conducted by June 2019</i>

	<p>3. <i>Work with the NF School Safety and Security Committee to implement best practices in our schools.</i></p>	<p><i>(and thereafter annually).</i></p> <ul style="list-style-type: none"> - <i>An Emergency Response Team is established in each building (we may already have this, I'm not sure) and meets regularly.</i>
<p>9. <i>The district will coordinate structures, systems, procedures, and roles to be more efficient and effective across buildings and offices.</i></p>	<ol style="list-style-type: none"> 1. <i>To build a strong leadership team including Administrators, Instructional Leaders, and Coordinators focused on continuous improvement.</i> 2. <i>Update and review roles and responsibilities of all staff members</i> 3. <i>Establish a more effective central office location to assist district leaders in working in a more efficient and collaborative manner.</i> 4. <i>Conduct board retreats with Administration.</i> 5. <i>Continue to work with the Board of Education to grow professionally into a healthy organization.</i> 	<p><i>By June 2019, 80% of all job roles and responsibilities will be updated, revised and or designed.</i></p>
<p>10. The district will assess and institute best practices for technology/network infrastructure and security across the district, including a detailed technology plan for its maintenance.</p>	<ol style="list-style-type: none"> 1. Complete an audit of the existing technology/network infrastructure, documenting any areas of concern and a plan for their remediation. 2. Develop and keep current a technology plan that incorporates and ensures best practices in system architecture, policies, and procedures. https://www.iste.org/standards/essential-conditions 3. Establish a technology refresh plan that allows for budgetary planning of equipment purchasing to ensure infrastructure remains current. 4. Work with Board of Education to review/establish policies regarding security, retention, and acceptable use. 	<p>By January 2019, the technology/network infrastructure audit will be complete, including a detailed technology plan outlining best practices in system architecture, policies, procedures, and forward budgeting needed for its implementation.</p>

<p>11. The district will present a budget for the 2019-2020 school year that continues to allow New Fairfield School District to conduct business and use resources in an effective and responsible manner.</p>	<ol style="list-style-type: none"> 1. Increase transparency and stakeholder engagement in budget planning and develop a new calendar and budget process. 2. Develop a process to ensure appropriate staffing is obtained across the schools. 3. *Establish a technology refresh plan that allows for budgetary planning of equipment purchasing to ensure infrastructure remains current. <p><i>* Included under both technology and budget topics</i></p>	
<p>12. The district will research and review school start times in New Fairfield Public Schools.</p>	<ol style="list-style-type: none"> 1. Ensure adherence to timeline and meeting schedules to present an option to the Board of Education in November or December 2018, including financial implications. 2. Provide committee agendas and minutes to allow for transparency. 3. Survey parents, students, and other stakeholders for input. 	<p>By February 1, 2019, a decision regarding school times will be made by the Board of education that is in the best interest of all schools and students.</p>
<p><i>13. The Superintendent will work with the Board of Education to grow professionally into a healthy organization.</i></p>	<ol style="list-style-type: none"> <i>1. Attend CABA conference to develop leadership skills and a positive working relationship between the Board of Education and the Superintendent.</i> <i>2. Plan 2-3 Board retreats to review Board of Education roles and responsibilities.</i> <i>3. Send Friday updates to Board members of important happenings in the school district.</i> <i>4. Follow the Golden Rule to ensure professionalism is maintained.</i> 	