

Educator's Goals Template: 2013-2014

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Title: Superintendent of Schools

Proposed Leadership Goal District Improvement Goal	Proposed Leadership Goal Professional Practice Goal
<p>SMART Goal 1: Throughout the school year, I will continue to work with the Hanson Elementary Building Committee to gain community support for a new elementary school in Hanson.</p> <p>Standard II: Management and Operations Indicator(s), Descriptor(s): A-1,2,3; E-1</p> <p>Standard III: Family and Community Engagement Indicator(s), Descriptor(s): A-1, 2</p> <p>WHRSD Strategic Plan Correlation: Operations Objective 1, 4 , Finance 4</p>	<p>SMART Goal 2: Throughout the school year, I will work with the administrator team to provide strategies for implementing respectful conflict resolution, effective progressive discipline, and consistent expectations.</p> <p>Standard IV: Professional Culture Indicator(s), Descriptor(s): F-1, 2, 3</p> <p>WHRSD Strategic Plan Correlation: Teaching and Learning: Objective: 4</p>
<p>Strategies:</p> <ul style="list-style-type: none"> • Attend required MSBA meetings, follow MSBA guidelines and procedures • Work with Project Manager to facilitate and establish regular building committee meetings • Provide regular community updates • Prepare for Town Meeting presentation • Organize sub-committee to promote the project 	<p>Strategies:</p> <ul style="list-style-type: none"> • Provide professional development training in Employee Discipline for administrator team. • In conjunction with WHEA, establish an employee Code of Conduct, aligned with District Policy • Focus for 2013 -2014 Journal Club, using case studies • Monthly meetings with WHEA
<p>Resources:</p> <ul style="list-style-type: none"> • The Maquan-Indian Head School Building Committee, The Whitman-Hanson Regional School Committee, Assistant Superintendent of Operations, Principals, PTO, School Councils, Owner's Project Manager, Turowski 2 • MSBA 	<p>Resources:</p> <ul style="list-style-type: none"> • Upslope Solutions Training Program • Regular Journal Club meetings • Administrative Meetings • Internet, ASCD, and educational research • Title IIA grant • District Policies
<p>Timeline:</p> <ul style="list-style-type: none"> • 10/7/13– Hanson Town Meeting • 11/16/13 – Town Election • Regular Building Committee Meetings • Sub-committee meetings • Stakeholder meetings • MSBA Timeline • Hanson meeting schedule 	<p>Timeline:</p> <ul style="list-style-type: none"> • August 2013 Upslope Solutions Training • September 2013 – May 2014 – Journal Club • December 2013 – Upslope Consultation • Ongoing Leadership Team and Administrative Meetings • Monthly WHEA meetings
<p>Evidence of Accomplishment:</p> <ul style="list-style-type: none"> • Project goes to Town of Hanson for debt exclusion vote: November 16, 2013 • Construction Phase Begins 	<p>Evidence of Accomplishment:</p> <ul style="list-style-type: none"> • June 2014 – agreed upon Code of Conduct • June 2014 – Decrease in disciplinary issues

<p align="center">Proposed Leadership Goal Student Learning</p>	<p align="center">Proposed Leadership Goal District Improvement Goal</p>
<p>SMART Goal 3: To produce a model for the alignment of standards-based curriculum and instruction through the work of the curriculum coordinators, teacher leaders, curriculum liaisons, directors, and administrators that will improve teaching and learning.</p> <p>Standard I: Administrative Leadership Indicator(s), Descriptor(s): I-A-1, 2; 1-B-1, 2; I-C-1,2, I-D-4; I-E-1, 2, 3</p> <p>Standard IV: Professional Culture: Indicator(s) and Descriptor(s): IV-A-1, 2, 3</p> <p>WHRSD Strategic Plan Correlation: Teaching and Learning: Objective: 4</p>	<p>SMART Goal 4: To develop a long-term plan (3-5 yr.) that ensures reliable financial support at the local level in order to provide comprehensive and competitive educational programs that are aligned with the mission of the Strategic Plan and state standards.</p> <p>Standard II: Management and Operations Indicator(s), Descriptor(s): II-E; III-A-1, 2,</p> <p>Standard III: Family and Community Engagement Indicator(s), Descriptor(s): III -A-1, 2</p> <p>WHRSD Strategic Plan Correlation: Finance, Objectives 1-5, Operations, Objective 4</p>
<p>Strategies:</p> <ul style="list-style-type: none"> • Advise, mentor, and direct Assistant Superintendent for Teaching and Learning to establish plan and timeline and to identify leadership teams with roles and responsibilities and to monitor progress and product • Regular meetings with instructional leaders • Explore grant opportunities for collaborations • Expand AP and Pre-AP Programs • Develop a long-range Technology plan • Implement <i>EnVisionMath</i> (K-5) • Regular school visits 	<p>Strategies:</p> <ul style="list-style-type: none"> • Establish time-lines and processes with Director of Business Services and Leadership Team • Discuss implications of universal Full Day Kindergarten • Organize regular meetings with Budget Sub-committee (School Committee) • Create a format for ongoing communication with School Committee and Town Officials • Involve parents as partners in the budgetary process • Include state legislators in budgetary discussions
<p>Resources:</p> <ul style="list-style-type: none"> • Leadership teams: Teacher leaders, Curriculum Leaders, Principals, Assistant principals, Curriculum Coordinators, Central Office Administrators • Technology Plan Task Force • Professional development opportunities • Grant Funding – Race to the Top, Title I, Title IIA 	<p>Resources:</p> <ul style="list-style-type: none"> • Director of Business, Administrative Team, Finance Committees, Selectmen, Whitman-Hanson Regional School Committee, Principals, Assistant Principals, Curriculum Coordinators, Directors, Finance Sub-committee • Legislators • Munis and Communication Systems
<p>Timeline:</p> <ul style="list-style-type: none"> • August 2013 – June 2014: Ongoing Content Meetings: Middle School & High School • September 2013– June 2014: Ongoing Content Meetings: Elementary • August 2013 – June 2014: Full Team Curriculum Meetings, quarterly • June 2014 – Documentation of Model 	<p>Timeline:</p> <ul style="list-style-type: none"> • Fall 2013 – Establish FY2015 budget costs • Fall 2013 – Sub-committee meetings • Fall 2013 – Meetings with Town Officials • Winter 2014 – Governor’s Budget, estimate revenue • Late Spring 2014 – Senate/House Budgets • March 2014 – Public Hearing/Certification • May 2014 – Town Meetings
<p>Evidence of Accomplishment:</p> <ul style="list-style-type: none"> • The production of a viable alignment model • The production of a 3-5 year Technology plan • Multi-year - continued 	<p>Evidence of Accomplishment:</p> <ul style="list-style-type: none"> • Local Officials, the School Department, and School Committee produce a workable plan for local funding for the Regional School District.