

**NANTUCKET PUBLIC SCHOOLS**

**2018-2019 GOALS**

**Approved by NPS School Committee on November 6, 2018**

**Goal One:** The District will focus its efforts on increasing student achievement and learner engagement. In addition to ensuring that the curriculum is aligned with state and national standards, instructional practices shall be research-based and reflective of best practices internationally.

STRATEGIES	INDICATORS OF SUCCESS
<p>1. Implement a curriculum that is challenging and engaging for all students and ensure instructional practices that raise the bar for student achievement.</p> <p>A.) Continue the work of vertical teams to guarantee a well articulated curriculum (pre-K to 12) and to ensure the alignment to the Mass Frameworks and Common Core Standards.</p> <p>B.) Improve instruction in support of our students with special needs.</p> <p>C.) Improve instruction in support of our EL students</p> <p>D.) Improve instruction in support of our advanced students at the elementary, intermediate and middle school levels.</p> <p>2. Expand the use of student performance data to inform instructional practices.</p>	<p>1.A) Improvement on scores on State Assessment for each school, with particular attention to improving achievement in mathematics across the district.</p> <p>1.B) Improvement on State Assessment for students identified as having special needs.</p> <p>1.C) Improvement on State Assessment (MCAS and ACCESS) for students identified as English Language Learners (ELL).</p> <p>1.Di.) An increase in learning opportunities that challenge advanced elementary and middle school students and result in more students reaching “Exceeding Expectations” on MCAS.</p> <p>1.Dii) There will be a concerted effort to ensure that all of our diverse students are encouraged to participate in offerings for advanced work at all levels.</p> <p>2A) Continue working with staff to gather and interpret data and make recommendations for improving curriculum and instruction.</p> <p>2B) Develop assessment calendars for each school, identifying those assessments at all schools that warrant continued use.</p> <p>2C) Develop or purchase standardized formative assessments that will give us accurate predictions of student performance on MCAS and provide teachers with data that informs their instruction.</p>

3. Continue and expand efforts at professional development for staff to address shifts in elementary literacy instruction, K-12 mathematics and social-emotional learning.

4. Ensure effective supervision and evaluation of all staff following state expectations.

5. Expand the extra-curricular offerings for our students and the staff needed to support the existing offerings.

3A) Continue to teach and support staff in a systematic phonics approach at the primary school level.

3B) Continue professional development for K-5 faculty in their use of Eureka Math.

3C) Continue work begun this year with 6-8 faculty to ensure a tight alignment between instruction and the math standards.

3D) Continue to support Responsive Classroom at the elementary levels and expand on professional development for social-emotional learning at all levels.

3E) Provide activities and training to heighten cultural awareness and sensitivity of all faculty and administration.

4A) Continue to implement the supervision and evaluation system for teachers, with a focus on higher student achievement.

4B) Documented comprehensive, annual evaluations of administrators, Teaching Assistants, Educational Support Personnel (ESP) and facilities workers.]

5A) Continue to expand, as we have in recent years, the offerings for students in our interscholastic athletic programs, both and intramural.

5B) Continue to expand the offerings for students in our intramural athletic programs, particularly at the middle school level.

5C) Expand the array of clubs that students can choose from.

**Goal Two:** The District will ensure a transparent and fluid budget process in which all stakeholders have the opportunity to provide input and share their perspectives.

STRATEGIES	INDICATORS FOR SUCCESS
<p>1. Provide a budget calendar that meets School Committee and Town of Nantucket expectations.</p>	<ul style="list-style-type: none"> <li>• Develop the budget calendar and present it to the School Committee for adoption.</li> </ul>
<p>2. Provide a mechanism for stakeholders to be heard in the budgetary process, including staff, School Councils and community</p>	<ul style="list-style-type: none"> <li>• Principals will share the process and have dialogue with their respective faculties in an effort to develop building priorities</li> <li>• The School Councils will receive training in their responsibilities and role for gathering input on the budget and sharing that input</li> </ul>
<p>3. Continue to participate in the Ad Hoc Budget Committee deliberations and collaborate with the Finance Committee in the development of the budget.</p>	<ul style="list-style-type: none"> <li>• Ensure Central Office and School Committee representation on the Ad Hoc Budget Committee</li> <li>• Prepare a clear and informative budget presentation for the Town of Nantucket’s Finance Committee</li> </ul>
<p>4. Evaluate the budget process.</p>	<ul style="list-style-type: none"> <li>• Seek feedback on the process from all constituent groups</li> </ul>

**Goal Three:** Improve efforts to hire high quality teachers and administrators.

STRATEGIES	INDICATORS FOR SUCCESS
<p>1) Find a top-notch Superintendent to lead us into the future.</p> <p>2) Find and expand our pool of high-quality teachers.</p> <p>3) Find and expand our pool of high-quality administrators.</p>	<p>1A) Create a Search Committee that represents the multiple constituencies served by our school district.</p> <p>1B) Engage an organization to guide us the search.</p> <p>1C) Offer an attractive compensation package that is competitive with like positions in Massachusetts and accounts for the Nantucket factor.</p> <p>1D) Have the right person in place and ready to hit the ground on July 1, 2019.</p> <p>2A) Ensure that we have high quality teachers (both classroom and providers of related services) of students with Special Needs and that they are properly trained and licensed.</p> <p>2B) Ensure that we have high quality teachers of students who are English Language Learners and that they are properly trained and licensed.</p> <p>2C) Generate a larger and more highly skilled pool of candidates for our elementary teaching positions.</p> <p>2D) World Languages</p> <p>3A) Generate a larger and more highly skilled pool of candidates for administrative positions and that they are properly trained and licensed.</p> <p>3B) Integrate new administrators, led by a new superintendent, into the existing Leadership Team.</p> <p>3C) Continue to work on the calibration of the evaluations among administrators.</p> <p>3D) Provide multiple opportunities for the team to gather socially in order to develop the team camaraderie necessary to fully develop trust and confidence in one another.</p>

**Goal Four:** The District will seek to improve the working and learning cultures in each building and district-wide.

STRATEGIES	INDICATORS FOR SUCCESS
<p>1. The administration and staff in each building must further develop a more positive culture of respect for and collaboration with each other and for the students for whom they are responsible.</p>	<p>1A) Students are happy to come to school.            1B) Staff members are happy to come to school.            1C) A positive working relationship among administrators and between administrators and faculty is evident.</p>
<p>2. Building principals will continue to reinforce clear expectations for student behavior, including the progressive discipline steps that faculty and administration will use in response to any misconduct.</p>	<p>2A) All staff are expected to provide a safe, nurturing environment for our children, balanced with firm, but fair behavioral expectations.            2B) Student conduct in our schools and in extra-curricular activities will be appropriate and will represent the student, family and school in a positive manner.            2C) Each school will develop a comprehensive program to promote social/ emotional learning for its students.</p>
<p>3. The District Safety and Security Committee will continue to identify any areas of concern that might be harmful to our students or staff</p>	<p>3A) Any identified concerns will be added to the weekly list of the Director of Facilities to be addressed in a priority order as determined by that Director and the Superintendent.            3B) Continue the protocol that requires building administrators, in collaboration with building supervisors, to provide a monthly safety and security report to the Director of Facilities.            3C) The vestibule, providing shelter and appropriate check-in before access, will be completed for the high school.</p>
<p>4. Each school will promote and nurture family-school partnerships.</p>	<p>4A) Communication through a variety of means, including social media, will be maintained.           <ul style="list-style-type: none"> <li>i. The Superintendent, Directors of Curriculum and Assessment and building principals will ensure that district, building and teacher websites are updated.</li> <li>ii. Newsletters will be published regularly.</li> <li>iii. Informational coffees will be held regularly.</li> <li>iv. All staff will return phone calls and emails in a timely manner.</li> </ul>           4B) Events and activities will be held regularly which bring our constituents into the schools to learn about our teaching practices and expectations of them to help us advance learning for their children.</p>

