

MARYELLEN BRUNELLE, SUPERINTENDENT
SCHOOL YEAR 2015-2016 GOALS
October 7, 2015
Educator Plan October 21, 2015

Student Learning Goals:

- To promote increased opportunities for students to include additional STEM-related learning activities and classes; after-school and other beyond the school day/school year opportunities; investigate potential concurrent enrollments with local colleges; and begin to research the potential requirement of an online learning class at Auburn High School prior to graduation.
 - **Work closely with the Leadership Team, including building principals, the Assistant Superintendent and Technology Director to identify potential additional STEM-related opportunities**
 - **Seek funding sources, as necessary, to support these additional opportunities**
 - **Provide regular updates to the School Committee on progress to date**
- Oversee the continued training and implementation of a co-teaching/inclusion model, to include training school-based mentors to support colleagues moving forward, ensuring that ample supports are in place to help bolster the progress of our special education and other high needs subgroups.
 - **Work closely with the Leadership Team, including building principals, the Assistant Superintendent and Director of Pupil Services to ensure that the necessary financial and human resources are in place to best support students in a collaborative co-teaching and inclusive environment;**
 - **Seek updates from the Assistant Superintendent and Director of Pupil Services regarding trainings, supports and collected data that speak to the success of this program; and**
 - **Support the training of school-based mentors to further infiltrate the co-teaching model across classrooms and schools**
- Continue to investigate the potential of expanding the preschool program, creating a timeline that outlines the necessary steps, to include financial implications, cost benefits and educational benefits to students.
 - **Work closely with the Preschool Study Team, including the Assistant Superintendent, Bryn Mawr Principal, Director of Pupil Services, Preschool teachers, School Psychologist and Speech-Language Pathologist to review data regarding the 4-year old full-day pilot and make recommended changes thereto;**
 - **Seek financial support for an expansion of this program in the 2016-2017 school year via the FY 2017 Budget;**
 - **Determine the financial gain to Chapter 70 for FY 18 if we offer 2 full-day programs at no charge, along with half-day programming with no fees and report on the same; and**
 - **Communicate with Auburn's private preschool programs to keep them updated**

Professional Practice Goals:

- To work collaboratively with the Leadership Team in continuing to utilize the educator evaluation process, including the most recent requirement of District-Determined Measures (DDMs), to further improve our practice of providing effective feedback to elevate teachers' instructional practices, thus positively impacting student outcomes.
 - **Conduct classroom unannounced walk-throughs with each building administrator and the Assistant Superintendent, along with the Director of Pupil Services, discussing teacher practice and our role in supervising educators and guiding them toward a model of continuous improvement;**
 - **Create a schedule to promote collaboration – with the secondary principals, at the intermediate school and across the primary schools – to further strengthen our team and our discussions around teaching and learning;**
 - **Following each visit, discuss the strengths of observed classroom instruction, setting goals or recommendations for further improvement;**
 - **Continue to lead a district-represented Ed Eval Team to oversee the implementation of all phases of the educator evaluation system. Such team shall include teacher representatives from across the schools, as well as select administrators;**
 - **Monitor TeachPoint forms to ensure that all evaluators are effectively utilizing these opportunities to encourage continued growth by their teachers; and**
 - **Discuss the Educator Evaluation system at Leadership Team meetings, including classroom observation reports, Formative Assessment documents and Summative Assessment documents.**

- To provide appropriate levels of support to the District's newest administrators, (Rosemary Reidy, Director of Pupil Services; Cecelia Wirzbicki, Business Manager; Jennifer Stanick, Pakachoag Principal; and Michael Lavelle, Swanson Road Assistant Principal) in becoming positive and contributing members of the APS Team.
 - **Meet weekly with the new Central Office Administrators and Pakachoag Principals, as well as bi-monthly with the Assistant Principal at Swanson Road Intermediate School, along with the Building Principal (I am not the assistant principals' direct supervisor; the principal is. My joint meetings with them will be designed to further support the integration of the former JB and PAK teams, as well as the newly formed administrative team);**
 - **Discuss goals, answer questions and provide the appropriate levels of support to ensure each has the tools to be successful in his/her role**
 - **Support other members of the APS Leadership Team in providing support and encouragement to the newest administrators to further strengthen the team approach to which we are all committed**

District Improvement Goals:

- With an effective and progressive Strategic Plan now in place, ensure that regular updates continue to be provided to the School Committee and the Auburn community, in general. This Strategic Plan was embraced by many throughout the community and will continue to drive many decisions moving forward: educational, financial and programmatic. Believing in a model of continuous improvement, there are always ways in which we can improve our District.

This Strategic plan, assuming we continue to follow the path created by its contents, will be the roadmap that leads us into the future.

- **Include the Strategic Plan as a regular agenda item at the Leadership Team meetings;**
 - **Establish and support subcommittees responsible for the completion of the various action steps, with those subcommittees reporting back to the full Leadership Team at monthly meetings;**
 - **Engage the members of the Design Team in reconvening at least once annually to review progress, celebrate successes/accomplishment and adjust the timelines, as needed, to ensure that forward progress continues to be made**
 - **Provide updates to the School Committee at least twice annually: in January and again in May; and**
 - **Publicize the accomplishments being realized and progress being made by keeping the website updated with changes as they occur, as well as noting the same on our website, Facebook page, via the Rockets Review and/or the District Quarterly Newsletter.**
- To oversee the successful final phase of the many transitions undertaken by the Auburn Public Schools, to include the merger of the former Julia Bancroft and Pakachoag staffs at Swanson Road Intermediate School, the newly merged Elementary PTO, and the transition of the Mary D. Stone School to Pakachoag School.
 - **Over the past several years, considerable planning, preparations and meetings went into the coordination of the many transitions that would take place in the Summer of 2015. Due to the efforts of many, these transitions went smoothly, however, as expected, some minor building-based issues remain, along with the most important work: ensuring that the people involved, including the staff, parents and, most especially, the students, are supported. In order to do so, I will meet regularly with the newly combined Elementary PTO, attend regular meetings at Swanson Road Intermediate School (that, quite honestly, saw the biggest change as it required a merging of staffs and students which means a merging of traditions, etc.), as well as supporting AMS in their new school and PAK in their new location.**
 - To promote and increase the number and quality of community partnerships with the greater Auburn community, thus ensuring that we “give back” in appreciation for the tremendous support we continue to earn and receive.
 - **Always appreciative of the support we receive from the Auburn community, I seek to work with the Leadership Team, and through them with the entire faculty and student body, in ensuring that we are good partners with the Town of Auburn and its supportive residents.**
 - **One of the goals of the Strategic Plan is Community Partnerships and through this team, as well as all others noted above, I anticipate that we will expand our engagement for the benefit of all.**