

MARYELLEN BRUNELLE, SUPERINTENDENT
SCHOOL YEAR 2016-2017 GOALS and EDUCATOR PLAN
September 7, 2016

Student Learning Goals:

- To increase the number and the effectiveness of our current programs and opportunities to further extend learning and engagement for students, both during the school day and beyond.
 - Assess the current quality of our Satellite, Galaxy and Asteroids before and after school child care programs, making recommendations regarding potential improvements that may include improved activities and changes in personnel
 - Effectively implement the Chinese Exchange program at Swanson Road Intermediate, Auburn Middle and Auburn High and assess its benefits
 - Determine the need for student internships for select students at Auburn High and devise a plan to implement such a program, to include benefits to students, community contacts and any associated costs
 - Review current course offerings, particularly at Auburn Middle and Auburn High, recommending innovative additions that will enhance student learning and engagement. Such offerings may include online courses , concurrent enrollment and additional hybrid learning opportunities
 - Review beyond-the-school-day clubs and extracurricular activities, creating a timeline for enhancement to include any associated costs at all schools
 - Study the benefits of further expanding our full-day preschool offerings to include an assessment of educational/research-based benefits, space, personnel and costs
- To examine the social-emotional supports currently in place for students and create a plan to further strengthen those for all students.
 - Assemble a team of educators to review our current support structures and recommend additional interventions, as needed
 - Provide training to staff in how to effectively deal with students with social-emotional issues so that each can find success in school
 - Create or expand student support teams at each school so that students with social-emotional needs can be effectively monitored and supported

Professional Practice Goals:

- To conduct Learning Walks with the Leadership Team at two District schools to further calibrate the practice of administrators who evaluate educators across the schools.
 - Train the Leadership Team in the benefit of learning walks
 - Determine the schools where such walks will take place the devise a schedule
 - Effectively communicate the importance of learning walks with the Auburn Education Association, namely as a means to further calibrate the administrators' evaluation of educators
 - Utilize the data collected to enhance administrators' practice and bring an ever tighter focus on teaching and learning, ultimately improving student achievement
- To work with the Leadership Team to further strengthen the effectiveness of our high quality team, believing that doing so will further enhance our capacity as individual leaders and as a collective Leadership Team. This is challenging work in which we engage; the stronger our team, the more effective we can be in leading our individuals schools or departments, thus strengthening the District as a whole.

- With the Leadership Team, determine areas of focus to further strengthen our effectiveness as members of a high-quality, dynamic team
- Determine activities that will support us in making improvements in determined areas and focus on those during Leadership Team meetings and in all interactions

District Improvement Goals:

- To ensure that students whose families may have financial limitations are given the same opportunities as all other students, whenever possible.
 - As of June 2016, the percentage of students qualifying for free or reduced lunch in the Auburn Public Schools was as follows:

▪ Bryn Mawr:	26%
▪ Pakachoag:	26%
▪ Swanson Road:	32%
▪ Auburn Middle:	29%
▪ Auburn High:	28%
 - With those figures in hand, each school has approximately ¼ of its student body whose families qualify for free or reduced lunch, per Massachusetts salary guidelines. Qualifying for free or reduced lunch may indicate that providing financial supports to “extras” may be limited.
 - As a Leadership Team, assess the current ways that we support students whose families have financial limitations and determine potential additional ways, as possible, goal being to eliminate such barriers

- With an effective and progressive Strategic Plan now in place, continue to ensure that regular updates are 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.