

## Rockport: Superintendent Rob Liebow's Goals for 2017-2018 (approved 8-23-17)



**Superintendent:** ROBERT LIEBOW  
**Evaluator:** ROCKPORT SCHOOL COMMITTEE \_\_\_\_\_, 2017  
 Name Signature Date

### Superintendent's Performance Goals

Goals should be SMART and include at least one goal for each category: professional practice, student learning, and district improvement. Check one box for each goal.

Goal(s)	Description	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
Professional Practice						

1	<p>Provide oversight and support for our new administrators and foster supportive relationships between all administrators</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> <li>• Require formal mentor relationships for principals and student services director</li> <li>• Meet with each administrator during weekly “touch base” meetings to hear reports on their mentorship experiences and to offer my assistance as necessary and as called for to make these relationships as productive as possible to support their professional growth and development</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Student Learning</b>						
2	<p>Oversee the further expansion and professional development necessary to fully implement an effective Co-teaching model for the Rockport Public Schools</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> <li>• Meet as an administrative team on a monthly basis throughout the 2017-2018 school year to discuss improvements, professional development needs and expansion of our efforts in this important area of our instructional efforts</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<p style="text-align: center;"><b>3</b></p>	<p>Closely monitor and oversee the work of our new Math Interventionist at RES in conjunction with our district Math Specialist and the RES administration in order to enhance and maximize student learning in this vital area of the curriculum</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> <li>• Meet monthly with RES administrators and our Math Specialist to monitor and receive reports on the work of the Math Interventionist in the elementary grades in order to maximize the positive potential of this new position to enhance learning for identified struggling students</li> </ul>	□	□	□	□	□
<p style="text-align: center;"><b>4</b></p>	<p>Facilitate the expansion of the greenhouse programs to include more students and the greater Rockport community. Oversee the addition of solar panels with remote monitoring displays and internet access capability as well as webcam viewing and a remote access weather monitoring station and display</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> <li>• Complete the construction of the Solar System Phase during August of 2017 to the Greenhouse project. Expand remote learning opportunities with the addition of other technologies such as a weather station and associated webcams throughout the 2017-2018 school year</li> <li>• Continue to support stipends for Greenhouse staff and request reports on the development of cross-school Greenhouse project and curriculum development</li> </ul>	□	□	□	□	□

5	<p>Co-teach in a pilot program for Senior Exhibitions during the 2017-2018 school year.</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> <li>• Meet with Rockport High School Principal Amy Rose during the summer of 2017 to plan for my participation in a pilot project course with a fellow teacher at the high school to deliver the first Senior Exhibition experience for our students</li> <li>• Help to facilitate the presentation of the first Senior Exhibitions at the April School Showcase Event that is planned for the spring of 2018</li> </ul>	□	□	□	□	□
<b>District Improvement</b>						
6	<p>Further develop the plans for a potential renovation, expansion and marketing of the existing school facilities.</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> <li>• Begin discussion during the fall of 2017 with key stakeholders about the possible expansion and renovation of the school facilities</li> </ul>	□	□	□	□	□
7	<p>Develop and promote an effective accountability and monitoring system for the implementation of the IEP by all general education teachers</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> <li>• Meet with all educators at the opening of school meetings in August to emphasize the critical and overarching responsibility to properly implement all education plans in place for a child to include special attention to IEPs and 504s</li> </ul>	□	□	□	□	□

<p style="text-align: center;"><b>8</b></p>	<p>Foster community among all school staff in the common goal of student achievement. Emphasize the need for more a more positive tone to the confidential constructive feedback provided by faculty on the work of our administrators</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> <li>• Meet with all educators at the opening meetings of the school year and state clearly the expectation that all feedback in any evaluative instrument used by the school system is to be respectful in nature while still providing vital and constructive feedback for improvement in professional practice</li> <li>• Invite staff input into the school budget discussion to ensure they understand fiscal constraints and support difficult decisions</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p style="text-align: center;"><b>9</b></p>	<p>Increase Superintendent visibility and engagement in the school community. Schedule Wednesdays again this year for school classroom visits during the 2017-2018 school year to all three schools.</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> <li>• To be completed on a regular and consistent basis during the school year</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p style="text-align: center;"><b>10</b></p>	<p>Continue engagement with the Town of Rockport. Work in partnership with the school committee and town leadership boards to develop a plan to facilitate potential and realistic pathways for expanding affordable workforce housing for families of childbearing age in Rockport as has successfully been achieved through Island Housing Trusts in both Martha's Vineyard and on Mount Desert Island Maine</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> <li>• Attend all meetings during the upcoming year of a potential task force along</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	the lines of this effort for and provide insight, input and constructive feedback to help make this a successful town initiative that will benefit and ensure the future of the Rockport Public Schools					
11	<p>Develop and receive wide input from the staff and the community for an update to the three-year strategic plan for the Rockport Public Schools</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> <li>• Meet with the administrative team in August to receive suggestions for the new plan</li> <li>• Meet with the school committee in August to receive input for the new plan</li> <li>• Gather feedback for the new plan in September from faculty, parents and community</li> <li>• Receive approval for the new plan at a school committee meeting in September 2017</li> </ul>					