

Rockport: Superintendent Rob Liebow's Goals for 2019-2020 (approved 8-21-19)



Superintendent: ROBERT LIEBOW
Evaluator: ROCKPORT SCHOOL COMMITTEE June 11, 2019
 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>Coordinate the second year for our implementation of the RPS ALICE Hybrid staff and age appropriate student training with the Rockport Police Department to deal with potential issues of violent critical incidents in the schools</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> • Facilitate the process for E-training refresher courses for all staff prior to the opening day workshop in August 2019 • Plan for and conduct parent forum for parents of 6th graders in early September prior to student drills on the ALICE upgrade protocols used in the middle and high schools • Hold a special assembly for 6th grade students in September 2019 on the ALICE upgrade in protocols used in the middle and high schools • Hold assemblies for all middle and high school students in September 2019 to refresh them on the ALICE protocols and updates for this second school year using the ALICE approach to school safety • Conduct two student drills during the upcoming school year in mid to late September and mid to later October • Bolster the soft human relationship skills as much as the ALICE skills. Strive to find ways to add school-wide training about how to act when you see a student being marginalized or bullied, how to recognize a child that is in crisis and how to identify the adults in their lives that they can feel comfortable reporting their concerns to • Add to the drills conducted this year based on student feedback gathered from last fall the following new and upgraded aspects to our training protocols at the middle and high school levels: <ol style="list-style-type: none"> 1. Practice the barricading of rooms during one of the drills conducted at the high school level only during the fall of 2019 2. Demonstration by adults of exiting first floor modified window exits for safety during one of the drills conducted at the high school and the middle school only during the fall of 2019 3. Provide instruction during high school student assemblies in September of 2019 on the proper application of Quick Clot tourniquets 4. Provide for a demonstration to high school students by safety trained adult personnel during one of the two drills in the fall of 2019 on how to properly exit a second-floor window using the new rope ladders 5. Report out to School Committee following all drills on staff/student performances 	□	□	□	□	□
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2	<p>Participate in a proactive manner with a focused advocacy role in promoting the viability of the Rockport Schools during the proposed C.A.S.E. (Cape Ann Study for Education) Study of the future of Pre-K to 12 Education in Rockport</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> Attend all meetings of this proposed study group throughout the upcoming 2019-2020 school year to offer my insight as appropriate Report out to School Committee in November 2019 and February of 2020 regarding the status of these discussions 	<input type="checkbox"/>				
Student Learning						
3	<p>Place special emphasis on Curriculum Accountability throughout the school district during my opening day presentations to the school faculty in August</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> At the district-wide Professional Development Day on Tuesday, August 27th 2019 discuss with faculty the vital importance of adhering to the curriculum standards that are assigned to their grade level and to their subject area 	<input type="checkbox"/>				
4	<p>Conduct a School Start time study to respond to established research that older students function better academically with a later school starting time for that age group</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> Form a broad committee representative of all of our stakeholders in September of 2019 to be charged with reviewing the research currently available on school start times and also to study the experiences of other school districts in Massachusetts who have already adjusted their schedules in response to this issue Report out to School Committee in January of 2020 on any recommendations from the study group for adjustments to our start time schedules to begin in the fall of 2020 	<input type="checkbox"/>				

<p style="text-align: center;">5</p>	<p>Prepare informational materials and financial backup to support the upcoming Override request to justify the funding needs of the schools over the next five-year period of time</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> • Report out to School Committee in September 2019 on the financial issues surrounding the justification of the upcoming override request • Consult with the Administrative Team at their annual retreat in August of 2019 to develop potential proposed upgrades to school programming that could be implemented after the successful passage of an override to support the schools • Develop a list of adjustments that would have to be made if an override were to fail and share with the school committee in early November of 2019 	□	□	□	□	□
<p style="text-align: center;">6</p>	<p>Teach a marine navigation course during the new “Flex Block” schedule being implemented in the middle school this year</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> • Act on the request by Middle School Principal Lamantia to teach a mini-course in traditional marine navigation several times during the upcoming school year during their new Flex block period • Report out to School Committee in January 2020 on the status of this goal 	□	□	□	□	□
<p>District Improvement</p>						

7	<p>Work with the district Administrative Team to ensure that the Response to Intervention (RTI) processes and protocols developed last year to identify students in need of intervention are fully implemented and functioning as designed during the 2019-2020 school year</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> • Provide oversight to the implementation process for the new RTI systems in all of our schools during the 2019-2020 school year • Have Martha Wright, Director of Student Services, report out to the School Committee in October of 2019 and April of 2020 on the progress with regard to the aspects of the RTI system implemented and the status of our roll out of this important district wide initiative 	<input type="checkbox"/>				
8	<p>Continue to increase my visibility and engagement with school operations by regularly attending faculty meetings, curriculum meetings, faculty advisor meetings and investigate establishing office hours on an ongoing basis in all of our schools</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> • Attend as many school-wide meetings as possible during the 2019-2020 school year • Establish bi-weekly “office hours” in all of our schools to give a forum for staff to express their thoughts on school issues • Report out to School Committee in January of 2019 regarding my adherence to this goal 	<input type="checkbox"/>				
9	<p>Continue engagement with the Town of Rockport and work in partnership with the school committee and various town leadership boards to develop a plan to facilitate potential and realistic pathways for expanding sustainable workforce housing for families of childbearing age in Rockport as has successfully been</p>	<input type="checkbox"/>				

	<p>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"> • Attend all meetings during the upcoming 2019-2020 school year of a potential task force along 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 • Report out to School Committee in December 2019 and April of 2020 on progress in this town-wide project 					
10	<p>Move forward with the selection process and implementation of a new Student Information System to replace our existing MIDAS software program</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> • Conduct site visits to selected school districts utilizing the Power School and Aspen Student Information Systems platforms during early September of 2019 • Propose the adoption of a new SIS System to the school committee at their second scheduled meeting in September of 2019 • Help to oversee a mid-year implementation of the newly selected SIS system in February of 2020 especially for use during the high school student scheduling process for the upcoming school year 					
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"> • Meet with the administrative team in August 2019 to receive suggestions for the new plan • Gather feedback for the new plan in September 2019 from faculty, parents and community 					

	<ul style="list-style-type: none"> Receive approval for the new plan at a school committee meeting in September 2019 					
12	<p>Work closely with Middle School Principal Lamantia and Elementary School Principal Simendinger to coordinate their joint K-8 Science curriculum review process with their independent consultant</p> <p>Key actions and benchmarks:</p> <ul style="list-style-type: none"> Task each principal with working together with an independent science consultant during the 2019-2020 school year to review our K-8 Science program as was done at the high school level during the 2018-2019 school year Have the principals report to the school committee on their findings and recommendations for needed changes or adjustments to the science curriculum at a school committee meeting in March of 2020 					