

## **Superintendent, Patrick Sullivan, Ed.D. Goals for 2019 - 2020:**

### **Goal #1: District Improvement Goal (Strategic Plan Goal 5)**

Throughout the 2019-2020 school year, I will create an entry plan in order to gain familiarity with stakeholders, to identify effective past practice and potential areas for improvement, and to facilitate a successful transition into the role of Superintendent.

#### **Key Actions:**

- Meet with Cohasset School Community, School Committee, Central Administration, Building Level Administration, Teachers and other Employee Associations, Students, Parents, Community Members and Town Officials to generate data (by November, 2019)
- Analyze the data (by the end of December, 2019)
- Develop an action plan for my next steps based on the data (by the end of January, 2020)

#### **Benchmarks:**

- Interview questions created
- Interviews completed with all key stakeholders to identify effective past practice and future goals targeted on improving the instructional core of the Cohasset Public Schools
- Data analyzed
- Data shared with the Cohasset School Committee and potentially other stakeholders

### **Goal #2: District Improvement Goal (Strategic Plan Goal 2 & 5)**

Throughout the 2019-2020 school year, I will collaborate with District and building leaders to create a cohesive instructional leadership team that continues to focus on building structures and practices regarding teaching and learning

#### **Key Actions:**

- Work with Leadership Team to implement Learning Walks at each building (2) and to focus our work on the Teaching and Learning that is taking place throughout the District (throughout the year)
- Develop a vision and goals for our leadership for the year (by the end of October)
- Collaborate with Cohasset Police and Fire to strengthen our safety procedures (August – October)
- Create a strategic and thorough training process for staff regarding mandated trainings (August through the end of October)
- Engage the staff in thorough trainings in Building Safety, Mandated Reporting and Bullying Prevention (September – October)
- Focus on Formal Evaluation process with principals and assistant principals (throughout the year)
- Strengthen Leadership Meetings by creating a structure for two monthly meetings (Business and Leadership Meeting) and by creating outcome-based meetings (throughout the year)
- Creating monthly visits to schools that are collaborative and outcome based and which include Learning Walks with the building leaders (throughout the year)

- Support the calibration of evaluation throughout the District (throughout the year)

**Benchmarks:**

- Evidence of collaboration with Police and Fire regarding safety procedures
- Training modules and presentations for safety
- Format for Learning Walks throughout the year (established in August)
- Evidence of Learning Walks taking place in each building
- Evidence of Calibration meetings for evaluation
- Established Goals for the Principals that fit within our leadership team vision
- Evidence from monthly visits with principals

**Goal #3: Student Learning Goal (Strategic Plan Goal 3 & 4):**

Throughout the 2019-2020 school year, I will focus the District on student wellness and inclusion through the theme of “Through the Eyes of the Student.”

**Key Actions:**

- Review YRBS and Wellness Survey Data as well as Inclusive Practice data with leadership (August – October)
- Collaboratively create focus points with leadership regarding student wellness, safety, and inclusion (August – October)
- Collaborate with Safe Schools Committee to create a comprehensive presentation regarding Safety in Our Schools entitled Cohasset Safe Schools Night (October 15)
- Work with Social-Emotional Learning Committee (SEL) and leadership to finalize the Cohasset Public Schools SEL Long-Range Plan
- Collaborate with Leadership, METCO Director and Social-Emotional Learning (SEL) Steering Team to create a comprehensive presentation for staff regarding cultural competency (by March 20)
- Collaborate with SEL Steering Team to create activities and initiatives that follow the Collaborative for Academic and Social-Emotional Learning (CASEL) competency framework (throughout the year)

**Benchmarks:**

- Evidence of strategic vision for the year regarding safety, wellness and inclusion
- Safe Schools Night Presentation
- SEL Long-range plan
- Cultural Competency Presentation
- Evidence of SEL integration with students at each school
- Evidence of instruction that shows cultural competency being taught to students

#### **Goal #4: Professional Practice (Strategic Plan Goal 5):**

Throughout the 2019-2020 school year, I will collaborate with District and building leadership to foster effective communication vehicles throughout the District.

##### **Key Actions:**

- Create communication goals for Principals (by the end of September)
- Establish a weekly newsletter for staff (September)
- Establish a monthly newsletter for families (September)
- Establish Twitter / Facebook communication (August)
- Establish a blog that is sent to families every two months (September)
- Develop and implement monthly Superintendent Coffees with Families (August)
- Develop and implement monthly Superintendent Coffees with Staff (by October)
- Establish a Superintendent's Advisory Council for Students (by October) that meets throughout the year and can communicate with School Committee
- Help to support communication structures for each school (throughout the year)

##### **Benchmarks:**

- Principal communication goals
- Weekly newsletter for staff
- Monthly newsletter for families
- Twitter / Facebook communication
- Blog entries
- Superintendent coffees for families
- Superintendent coffees for staff
- Superintendent Council for students
- Students presenting at school committee meetings
- Proactive and effective communication structures at each building