

Memo

To: Webster School Committee

From: Dr. Ruthann Petruno-Goguen

Date: September 10, 2019

Re: Annual Goals by Standards

Standard #1: Instructional Leadership

Goal #1 – By June 2020, I will continue to lead, support and evaluate the District Leadership Team on being effective instructional leaders and managers, as supportive leaders of the change initiatives as documented in the 2019-2020 Strategic Plan/Instructional Strategies and school improvement plans.

Goal #2 – By June 2020, I will continue to ensure the district focus is student centered and all students have equitable access to well-designed lessons aligned to grade level standards.

- a. We will continue to ensure teachers are using the new researched based curriculum resources, sharing best practices, and using data to inform instructional practices in the classroom as they work to meet the individual needs of our students.
- b. We will continue to focus on how safety, and social emotional learning impact student learning and we will continue to provide varied supports to our students and staff.

Standard #2: Management and Operations

Goal #1- By April 2020, I will produce a fiscally responsible budget in conjunction with the School Committee, Business Manager, District and Instructional Leadership Teams, Teachers and Staff. The FY21 Budget will continue to support the school and district improvement plans which are focused on improving student achievement rates, attendance, student programming, school climate and culture.

Goal #2 – By June 2020, I will continue to oversee the Human Resource, Facilities, and Grants management and work with the Central Office Team and District Leadership Team to ensure compliance and consistent practices are implemented across the district to support high levels of accountability for all.

Standard #3: Family and Community Engagement

Goal #1- By June 2020, I will continue to build productive partnerships with community and business members to build upon the learning experiences for our students.

Goal #2 – By June 2020, I will continue to engage parents/guardians in the process of educating their children. The District and Instructional Leadership Team,

Teachers and Staff will take active roles in building more *family friendly schools* by increasing communication and ensuring welcoming environments for all families.

Goal #3- By June 2020, I will continue to communicate through social media, press, newsletters, one-calls, to promote and celebrate the successes within our district.

Standard IV: Professional Culture

Goal #1- By June 2020, I will continue to lead through open and honest communication and promote a culture where all voices can be heard. I will continue to promote a culture of respect and accountability. All employees of the district will take an active role in creating respectful and safe learning environments for all our students.

Goal #2 – By June 2020, I will continue to model continuous learning by sharing what I know about leading change practices in a turnaround district with colleagues in this district and across the state.