

**Westwood Public Schools  
Superintendent's Goals  
2020-2021**

**#1 Professional Practice Goal:**

*Reference WPS Strategic Priority 4.4*

Engage in year-long Teacher Diversification PLC (professional learning community) sponsored by DESE and The New Teacher Project (TNTP), as it pertains to District goal 4.4 (*Develop process and resources to hire, recruit, and retain a talented and diverse workforce*).

**Key Actions:**

- Participation in bimonthly PLC meetings with other member Districts.
- Facilitate monthly meetings with WPS's talent diversification team to:
  - Audit our hiring, recruitment, and retention practices to understand users' experiences and set goals
  - Adjust our practices.
  - Set long-term diversification goals
- Begin implementing identified strategies including:
  - Cultivate partner relationships at a small number of graduate institutions to increase candidate pipeline.
  - Cultivate our alumni base to increase our candidate pipeline.
  - Develop internship opportunities in our summer programs to boost our candidate pipeline.
  - Update recruiting materials and website.

**Benchmarks:**

- Updates to School Committee during Superintendent's Reports
- Production/implementation of identified strategies
- Articulation of long-term diversification goals

**#2 Student Learning Goal:**

*Reference WPS Strategic Priority 3.2*

Create a school environment where all students feel academically challenged, supported, and experience a sense of belonging.

**Key Actions:**

- Conduct facilitated focus groups and surveys with students and parents around the degree to which community members experience a sense of belonging and support in the WPS.
- Communicate results and action steps to the Westwood Schools Community.
- Use the equity audit and other self-study processes to analyze the effectiveness of current programs and practices (e.g., peer leadership programs, unified sports, courageous conversations series, staff professional development, GSAs, affinity groups, LTARCE) designed to support a diverse student population.

**Benchmarks:**

- Updates to School Committee during Superintendent's Reports

- Use of focus group, survey, and equity audit results in the development of district goals
- Written self-reflection

**#3 District Improvement Goal:**

*Reference WPS Strategic Priority 3.1*

Utilize research-based time and schedule structures to support student learning and wellness (e.g. longer blocks, advisory time, later secondary start times).

**Key Actions:**

- Co-Chair the School Start Times committee for the purpose of creating a plan and timeline for implementing later secondary start times.
- Engage the community in 1) understanding the need for the change and 2) exploring potential impacts that should be considered in formulating the plan.

- **Benchmarks/Evidence:**

- Periodic updates to School Committee
- Parent education event
- Committee report

**#4 District Improvement Goal:**

*Reference WPS Strategic Priority 4.1*

Continue to engage the community in long-term capital planning for other school buildings, including the Hanlon-Deerfield project milestones.

**Key Actions:**

1. Participate in biweekly working group meetings with designer and OPM.
2. Continue process to determine long-range plan for Sheehan, in collaboration with municipal partners
3. Identify and prioritize next steps capital projects for Sheehan, in concert with long-term planning

**Benchmarks/Evidence:**

- Completion of required deliverable for MSBA by required timelines
- Periodic reports to School Committee