

**Westwood Public Schools
Superintendent's Goals
2022-2023**

#1 Professional Practice Goal:

Reference WPS Strategic Priorities 3.2 and 4.4

Continue to develop the leadership skills and knowledge base necessary to support the District's efforts to advance educational equity.

Key Actions:

- Participate in the Massachusetts Association of School Superintendents (M.A.S.S.) "Wednesday Webinar" series to deepen my understanding of the MASS REDI ("Racial Equity, Diversity, and Inclusion") dimensions
- Participate in the Tri-County Superintendents monthly roundtables in order to learn from other Superintendents and share best practices
- Engage the WPS Administrative Council in a book study of *Unconscious Bias in Schools*.

Benchmarks:

- Updates to School Committee during Superintendent's Reports
- Written self-reflection (June)

#2 Student Learning Goal:

Reference WPS Strategic Priority 3.1

Complete work of the Secondary Start Times Subcommittee and plan for adjusted start time implementation in 2023-2024 school year

Key Actions:

- Complete the process of input gathering, analysis, and community engagement in order to provide a recommendation
- Make necessary adjustments to implement new start times, including schedule changes, transportation plan, and budget impacts

Benchmarks:

- FY'24 budget presentation (January)
- Schedule documents (April) and transportation plan (June)

#3 District Improvement Goal:

Reference WPS Strategic Priority 4.1

Engage in necessary planning to prepare for the consolidation of Hanlon and Deerfield in FY'24.

Key Actions:

- Create a written plan and timeline for engaging the Hanlon and Deerfield communities in uniting the two communities.

- Develop a staffing plan for consolidated Hanlon-Deerfield school, and incorporate into FY'24 and FY'25 budget development.

Benchmarks/Evidence:

- Written consolidation plan (December)
- Development of the FY'24 budget (January)
- Periodic reports to School Committee

#4 District Improvement Goal:

Reference WPS Strategic Priority 3.3

Provide resources, programming, and structures to restore and support the well-being of students and staff as a community.

Key Actions:

- Reset community norms and expectations regarding communication.
- Re-establish wellness committee with initial focus on developing guides and processes to help connect community members with appropriate resources
- Re-establish pre-pandemic structures such as coffees with District administrators, informal breakfast meetings with staff, and frequent school visits to gather input about community needs.

Benchmarks/Evidence:

- Calendar of school visits and engagement opportunities (November)
- Resources guide/webpage (February)
- Periodic reports to School Committee