



Weymouth

PUBLIC SCHOOLS

2023/24 Superintendent's Goals

Goal 1: Master Facilities Plan

By the end of July 2024, have a completed master facilities plan. The development of the plan will include examining the physical condition of all existing educational facilities. Determine the maximum capacity and optimal capacity of each facility, ensure all students have equitable access to appropriate facilities that support high quality instruction. The plan will describe our path forward regarding use and renovation of our current buildings and proposals for the addition to or consolidation of school buildings.

Goal 2: Student Achievement

For the 2023/24 school year the goal is to perform at or above state averages for the MCAS exceeding/meeting category in the content area of ELA, Math and Science/Technology. For non MCAS tested grades we will use Dibels scores at the elementary level (Grades Prek-2) and common assessments at the secondary level (grades 9, 11, 12). We will use the 2023/24 assessment data to determine whether we did or did not meet this goal. MCAS results will be scrutinized at the mid-year point of the subsequent year.

For example:

Based on results from the 20223 MCAS, 38% of 5th graders Science/Technology scores were in the exceed or meeting expectation category. The state average was 42%. The goal is to be at or above the state average.

Grade	MCAS Content	District % Exceeding/Meeting Expectations	State % Exceeding/Meeting Expectations	Difference
5	ELA	38%	42%	-4%

Goal 3: Student Attendance

By the end of July 2024, the district student attendance rate will improve to 93.3%. The 2022/23 attendance rate was 92.3%. Through engagement efforts increase student belonging which in turn should positively impact student attendance.

Goal 4: Communication/Engagement

By the end of July 2024, have a fully executed community strategy plan. The plan will address the platform through which we communicate with families, ensure communication is disseminated in an end-user friendly manner, is accessible to all stakeholders which may require translation or text to voice accommodations, and is at a “just right” frequency. In addition to improving how we inform families, we will develop strategies to engage families. We will provide opportunities to hear directly from our families. Whether that be in our schools or conducting sessions in community hubs.

Goal 5: Safe and Healthy School Climates

The goal is to create the necessary safe and healthy environmental conditions for student academic success. By October, 2024, provide staff access to de-escalation and ALICE training. Develop expectations around student/staff and staff/administrator connections that are centered on support, care and trust. Develop a student behavior consequence chart that delineates a responding consequence for an unwanted student action.

Goal 1: Master Facilities Plan

Expected Outcome	Action Steps	Leader-Team	Timeline
Examine the state of our educational facilities.	<ul style="list-style-type: none"> Gather data on operational status of schools. Prepare a operational status report 	<ul style="list-style-type: none"> Facilities Planner - Matt Meehan Facilities planning team 	July - November 2023
Analyze enrollment and space data at elementary schools.	<ul style="list-style-type: none"> Review historical and projected enrollment figures per school and district. Examine equity access and equitable distribution of students. Collect and disaggregate quantitative and qualitative data on space utilization per elementary school. Walk buildings with principals. Determine the problems; solicit possible solutions. 	<ul style="list-style-type: none"> Executive team Executive team Facilities Planner - Matt Meehan Facilities team Executive team, facilities team 	August 2023 - May 2024
Create a plan to address short and long term facilities issues.	<ul style="list-style-type: none"> Develop short term solutions (Phase I) Develop long term solutions (Phase II) 	<ul style="list-style-type: none"> Executive team, facilities team Executive team, facilities team 	November 2023 - June 2024

DESE Superintendent Rubric Standards and Indicators:

Standard II-E-Management & Operations-Fiscal Systems

Goal 2: Student Achievement

Expected Outcome	Action Steps	Leader-Team	Timeline
Resolute Instructional Leaders.	<ul style="list-style-type: none"> • Increase capacity of building administrators through training, experience and expectations. 	<ul style="list-style-type: none"> • Executive team • Building administration 	July 2023 - June 2024
Clear expectations of Content Coaches and Interventionists.	<ul style="list-style-type: none"> • Review needs of classroom teachers and support staff. • Gather data from building administrators regarding academic needs of each school. • Analyze data, determine needs. • Align work of coaches and interventionists to needs. • Provide professional development for coaches and interventionists. 	<ul style="list-style-type: none"> • Building administration • Executive team 	July 2023 - June 2024
Increased student achievement.	<ul style="list-style-type: none"> • Evaluate current instructional practices. • Ensure taught and assessed curriculum is aligned with standards. • Evaluate educators; provide feedback and recommendation for improvement. • Provide professional development. • Create a culture of high expectations. • Engage families to improve student attendance. 	<ul style="list-style-type: none"> • Building administration • Building administration • Mel Curtin, Rich Bransfield, Maryann Foley • Mel Curtin, Rich Bransfield, principals • Supt - Rob Wargo • Building administration 	August 2023 - June 2024

DESE Superintendent Rubric Standards and Indicators:

Standard I-E-Instructional Leadership-Data-Informed Decision Making and Standard I-F-Instructional Leadership



Goal 3: Student Attendance

Expected Outcome	Action Steps	Leader-Team	Timeline
Share information on the importance of school attendance.	<ul style="list-style-type: none">• Send educational messaging. Partner with DESE - <i>Students Belong in School</i> campaign	<ul style="list-style-type: none">• Supt - Rob Wargo• Principals	January 2024 - March 2024
Track school and district data	<ul style="list-style-type: none">• School based attendance data• End of year attendance data<ul style="list-style-type: none">◦ 10 or more absences◦ 10% absenteeism◦ 20% absenteeism	<ul style="list-style-type: none">• Supt - Rob Wargo• Principals	September 2023 - June 2024
Intervention strategies	<ul style="list-style-type: none">• School SIPs	<ul style="list-style-type: none">• Principals	September 2023 - June 2024
Re-engage families	<ul style="list-style-type: none">• Examine root cause of absenteeism• Collaborate with families	<ul style="list-style-type: none">• Supt - Rob Wargo• Principals	September 2023 - June 2024

DESE Superintendent Rubric Standards and Indicators:

Standard III-D-Family & Community Engagement-Family Concerns

Goal 4: Communication/Engagement

Expected Outcome	Action Steps	Leader-Team	Timeline
End-user friendly communication platforms.	<ul style="list-style-type: none"> Survey families to determine best modes of communication. 	<ul style="list-style-type: none"> Supt - Rob Wargo Admin asst - Eileen Pitts 	July 2023 - January 2024
Develop communication strategy.	<ul style="list-style-type: none"> Review how, when and the what regarding communications to families. Make communication accessible: translation, text to speech Emergency vs non emergency protocols. 	<ul style="list-style-type: none"> Supt - Rob Wargo Admin asst - Eileen Pitts Executive team 	November 2023 - March 2024
Inform families.	<ul style="list-style-type: none"> Disseminate information. Tell the story of Weymouth Public Schools. Social media, email, videos. 	<ul style="list-style-type: none"> Supt - Rob Wargo 	July 2023 - June 2024
Engage families	<ul style="list-style-type: none"> Meet with the superintendent hours. Community forums. Cable access TV Visit community hubs 	<ul style="list-style-type: none"> Supt - Rob Wargo 	July 2023 - June 2024

DESE Superintendent Rubric Standards and Indicators:

Standard IV-C-Communications and Standard IV-E-Shared Vision

Goal 5: Safe and Healthy School Climates

Expected Outcome	Action Steps	Leader-Team	Timeline
Students feel connected to an adult staff member. Staff feel supported by administration	<ul style="list-style-type: none"> Develop examples of supportive relationships Demonstrate curiosity and care Be available and accessible to students and or staff 	<ul style="list-style-type: none"> Supt - Rob Wargo Executive team Building principals School staff 	July 2023 - June 2024
Implement bullying prevention programs	<ul style="list-style-type: none"> Implement PBIS Implement restorative practices Evaluate data to determine effectiveness Adjust programing based on data 	<ul style="list-style-type: none"> Building principals 	July 2023 - June 2024
Train staff on Safety Care	<ul style="list-style-type: none"> De-escalation training for all staff Align with tenets of Safety Care protocols Support trainers to build training schedules 	<ul style="list-style-type: none"> Asst Supt - Melanie Curtin HR Director - Maryann Foley St servies - Meg Verlicco Building principals 	July 2023 - October 2024
Train staff on ALICE protocols	<ul style="list-style-type: none"> Train all new staff Conduct safety drills during the school year Consult with SROs about procedures 	<ul style="list-style-type: none"> Supt - Rob Wargo Asst Supt - Melanie Curtin HR Director - Maryann Foley Building principals Safety - Dennis Jones 	July 2023 - June 2024
Consequences for safety violations	<ul style="list-style-type: none"> Develop a consequence chart Educate students, staff and families of chart Use chart to inform decisions 	<ul style="list-style-type: none"> Executive team Building principals Deans/assistant principals 	January 2023 - ongoing
Inspect buildings to maintain safe environment	<ul style="list-style-type: none"> Inspect all buildings before start of school Preventive maintenance to keep schools safe Respond to building requests to address issues 	<ul style="list-style-type: none"> Asst Supt - Brian Smith Maintenance staff Building principals and custodial staff 	Summer prior to school opening. Ongoing

DESE Superintendent Rubric Standards and Indicators:

Standard II-A-Management and Operations-Environment