

Superintendent Margaret Marotta EdD  
Educator Goals July 1 2019 – June 30, 2020

1. Work with a cross-functional team to complete the review and revision of professional development for teaching and educational support staff to allow for teacher voice in choice in alignment with HPS goals.
2. Revise and revamp induction and mentoring program to provide meaningful research-based supports to new teachers and leadership opportunities to veteran Haverhill teachers.
3. Conduct year 2 of a campaign to combat chronic absenteeism in our schools –resulting in a 4 % percent reduction in the number of students who are chronically absent.
4. Collaborate with DESE, building and district leadership to align HPS program curricular and grant activities with the technical and procedural expectations of Title 1.
5. Increase clarity of special education processes and procedures, align special education programming and improve specialized supports and rigor for students with disabilities. Document information in a Special Education Process Guide.
6. Create a comprehensive communication plan, to promote school to parents and the community, connect with current students, attract future ones, and even successfully engage staff members.
7. Improve the number and diversity of students in early college and AP classes by 10%
8. Improve access to our schools for families with limited English through the addition of bilingual parent liaisons in each school. All key district and school-based events and documents to be available in Spanish and English
9. Work with the Diversity Committee to establish long and short-term goals to increase the diversity of the HPS teaching staff – meet short-term goals and make expected progress in long-term goals.