

2020 SUPERINTENDENT GOALS

COMMUNICATION/ COMMUNITY IMAGE

The Superintendent to better communicate with the general public, parents, and HPS staff and to increase community awareness and understanding will undertake the following positive actions.

- Superintendent will publish a monthly district newsletter to include happenings at each school to inform parents of events, academic achievements and ongoing maintenance and safety. (Copy emailed to each school committee member monthly)
- Superintendent will produce a short video each month...A Minute With Superintendent Marotta to keep parents and the general public up to date on school district happenings and events. (Copy emailed to each school committee member monthly)
- Superintendent will attend parent/teacher conference nights on a rotating basis at each of the middle schools. Parent notification will be distributed so parents will be aware when the superintendent will be available.
- Superintendent will attend elementary school PTO meetings on a rotating basis. Dates that the Superintendent will be at each PTO meeting will be distributed to parents.
- Superintendent will respond to all emails within 48 hours.
- A survey on the effectiveness of the Superintendent's communication will be sent to parents and HPS staff. The surveys will be developed by a Haverhill School Committee subcommittee.
- Superintendent will create a community committee of parent representatives. Within three months the superintendent will report to the school committee on goals and actions of the committee.

ATTENDANCE:

The Superintendent will provide leadership to all schools to achieve a 95% attendance rate.

- Superintendent will work with each building principal to provide student and building incentives for attendance improvements. These monthly

attendance incentives will be shared with the school committee on a monthly basis.

- Superintendent will provide literature to parents concerning the importance of attendance three times a year. (September, December, March)
- Superintendent will report to the school committee after each trimester the attendance data of each school.
- By June 30th the Superintendent will develop a written plan to reduce drop-out rate. The plan will include evidence of probable success of the program as well as an implementation and monitoring schedule.

MCAS IMPROVEMENT

MCAS scores for the 2018-2019 were as follows:

Only Tilton, Consentino, Golden Hill, and Pen Lake made improvements in both progress and performance. Tilton, Consentino, and Golden Hill all were turnaround schools that received money and consultation from DESE's Statewide System of Support (SSoS). Improvement plans for all these schools were written with substantial guidance from SSos. Tilton received \$900,000 over two years, and Consentino and Golden Hill are receiving \$25,000 each. The only non-turnaround school that improved in both progress and performance is Pentucket Lake. Although, Pentucket Lake just came off of years of state support.

Bradford, Nettle, and HHS all declined in "making progress" category from 2018 to 2019. Bradford declined from 84% to 32% (-52%). Nettle declined from 56% to 14% (-42%). HHS declined from 80% to 14% (-66%). HHS showed the greatest decline in making progress. Hunking does not have comparative data as it changed grade configuration. Whittier made progress from 31% in 2018 to 40% in 2019, however, it's performance declined from 18% to 14%.

If you break up progress by subgroups, then the only subgroup that made progress was "White" students from 39% in 2018 to 53% in 2019. All other subgroups declined from 2018 to 2019 as follows: High Needs students: 44% to 25%; Economically Disadvantaged students from 44% to 23%; English Learner students from 39% to 38%; Students with Disabilities (SPED) from 31% to 16%; Hispanic/Latino students from 44% to 11%. Looking at these numbers, English Learner students had the least decline (only 1%), whereas all other subgroups had substantial declines in making progress toward meeting targets.

- **The Superintendent will increase Bradford, Nettle and HHS's "making progress" scores at least back to our 2018 scores.**
- **The Superintendent will increase our subgroups (high needs, economically disadvantaged, English Learners, students with disabilities, Hispanic/Latino students) at least back to our 2018 scores.**

DISCIPLINE

- **The Superintendent will review current suspensions for the 2019-2020 school year at each of the schools by type of offense.**
- **Superintendent will devise a positive behavior plan of action with each building principal to decrease violations. Under the direction of the Superintendent all schools will have a positive behavior program in place by the Spring 2020. Superintendent will have each principal present their positive behavior program to the school committee during the Spring 2020.**
- **Superintendent will report out to the school committee each month on the number of suspensions at each school and the type of violation.**

BUILDING LEADERSHIP

- **Superintendent will attend staff meetings on a rotating basis at each school to identify individuals displaying leadership.**
- **Superintendent will create an in-house leadership program.**
- **Superintendent will create a “future teachers” program at HHS.**
- **Superintendent will accompany each principal on at least 3 teacher evaluations.**
- **Superintendent will be part of the principal meeting with the teacher as they receive feedback from the classroom observation.**

MAINTENANCE

- **Superintendent with the Supervisor of Facilities will present to the school committee by June 30th a 3-year building and facilities maintenance plan. The plan will outline recognized priorities for work as funds become available.**
- **Superintendent along with the Supervisor of Facilities will meet with maintenance staff, building administrators, and a staff representative from each school to make a priority order list of repairs and safety concerns. Include time and length of each project.**
- **Superintendent with the Supervisor of Facilities will report monthly to school committee on what repairs have been made at each school in order to keep on top of all maintenance issues.**