

**LYNNFIELD PUBLIC SCHOOLS
DISTRICT STRATEGY
2018-2019**

MISSION

The mission of the Lynnfield Public Schools is to support and challenge all students to meet their full potential as individuals and citizens of the global community.

VISION

The Lynnfield Public Schools fosters a culture of excellence in teaching and learning to create intellectually curious learners, broaden individual skills and talents and maximize each student's potential.

Theory of Action

IF WE

Create a culture of excellence based on a shared understanding of high quality instructional practices

AND

Commit to continuous curriculum development, designed to enhance teaching and learning to appropriately challenge all students

AND

Recognize and support the importance of the Social Emotional well-being of all students in order for them to reach their full learning capabilities

THEN

We will expand postgraduate opportunities so all students reach their full potential in pursuit of their individual goals and aspirations as contributing members of the global community.

STRATEGIC OBJECTIVES

**These objectives have been developed to allow each student to reach their fullest potential.*

<p>Build Leadership Capacity Cultivate an expertise and skill set to strengthen a professional culture of excellence for effective teaching practices in our classrooms as measured by educator growth</p>	<p>Educator Growth Enhance the Professional Learning Community rich in professional development that ensures everyone's focus on high expectations and continuous improvement for professional practice as measured by professional reflection and evaluation</p>	<p>Curriculum and instruction Develop and use resources that support instructional excellence and curriculum alignment between subjects and grades as measured by consistent student engagement and higher order thinking through deliberate and focused instruction</p>	<p>Assessment and Accountability Analyze district and state data to drive and support continuous student achievement and growth as measured by individual and aggregate student performance on district and state assessments</p>	<p>Social and Emotional well-being Integrate and expand social and emotional supports and resources for all students as indicated by the data collected on the psychological and emotional well-being of our students</p>
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**STRATEGY IMPLEMENTATION
ACTION ITEMS
2018-2019**

**Build Leadership Capacity
Cultivate an expertise and skill set to strengthen a professional culture of excellence for effective teaching practices in our classrooms.**

ACTION ITEMS	STAKEHOLDER RESPONSIBLE	ESTIMATED TIMELINE	EVIDENCE
1A. Calibrate summative ratings through sharing and analysis of similarly rated teachers (e.g. exemplary vs. proficient)	Administrative Leadership Team Director of Teaching and Learning	August 2018-May 2019	
1B. Calibrate walkthrough process with curriculum leaders district-wide	Superintendent DTL Lynnfield Curriculum Council	August 2018-May 2019	
1C. Enhance and extend sharing of evaluator/evaluatee resource portal of high quality walkthrough feedback	Superintendent DTL ALT Curriculum Leaders	ALT bi monthly agendas	
1D. Create district-wide sharing opportunity of best practices/CLE follow-up	Superintendent DTL ALT LCC	November 2018	
1E. Empower educators to plan, participate, and/or present through outside professional development opportunities	DTL ALT	August 2018-May 2019	
1F. Support Teachers as Scholars (TAS) attendees to share best practices in the field	Superintendent DTL ALT	August 2018-May 2019	
1G. Recruit and involve educators with technology integration planning and implementation	Digital Learning Director	August 2018-May 2019	
1H. Increase student opportunities for district-wide teaching and learning	DTL Educators and administrators	September 2018-June 2019	

Educator Growth

Enhance the Professional Learning Community rich in professional development that ensures everyone's focus on high expectations and continuous improvement for professional practice.

ACTION ITEMS	STAKEHOLDER RESPONSIBLE	ESTIMATED TIMELINE	EVIDENCE
2A. Plan and communicate a long range agenda for professional development with targeted groups (e.g. psychologists, guidance counselors, adjustment counselors, speech pathologists, nurses, etc..)	Professional Development Steering Committee	June 2018-May 2019	
2B. Expand district-wide instructional rounds for interested teachers in targeted disciplines	ALT Curriculum Leaders Teachers	January 2019-May 2019	
2C. Review and streamline educator "look fors" to maximize efficiency with evaluation forms	DTL Joint Evaluation Committee	Summer 2018-October 2018	
2D. Refine and implement consistent district-wide hiring protocols including recruiting, hiring, and retaining high quality educators	ALT	Summer 2018-June 2019	
2E. Create more opportunities for educators to attain an "exemplary" rating in accordance with educator evaluation	ALT	September 2018-June 2019	
2F. Increase and streamline Professional Development Point (PDP) opportunities and tracking for educators	DTL Digital Learning Director Curriculum Leaders		

Curriculum and Instruction

Support continuous curriculum development and instructional excellence with a shared vision for high quality outcomes and expectations

ACTION ITEMS	STAKEHOLDER RESPONSIBLE	ESTIMATED TIMELINE	EVIDENCE
3A. Implement a UbD approach to curricula according to year three of the Long-Range Plan	DTL LCC	August 2018-June 2019	

3B. Implement vertical teaming in accordance with LPS Curriculum Plan	DTL ALT LCC		
3C. Develop activities and structures to advance the new LMS Core Values: Kindness, Effort, and Citizenship.	LMS Administration LMS Faculty	August 2018-June 2019	
3D. Expand upon the LHS project-based student learning experiences	Technology Integration Specialists Internship Committee LHS School Administration LHS teachers	August 2018-June 2019	
3E. Increase student initiative, agency and engagement by emphasizing differentiated instruction and personalized learning.	LPS Professional Learning Community	August 2018-June 2019	

Assessment and Accountability Analyze district and state data to support continuous student achievement			
ACTION ITEMS	STAKEHOLDER RESPONSIBLE	ESTIMATED TIMELINE	EVIDENCE
4A. Implement action plan based on the internal special education program review to best monitor and assess program	Director of Special Services	September 2018-May 2019	
4B. Implement survey/protocols for student feedback for teachers and faculty feedback for administrators	DTL ALT Subcommittees	January 2019- June 2019	
4C. Research means to collect and analyze quantifiable classroom data to support student achievement	Superintendent DTL		
4D. Inventory and centralize technology integration tools district-wide	DTL ALT Digital Learning Director Curriculum Leaders		

Social and Emotional Well-Being
Integrate and expand social and emotional supports and resources for all students

ACTION ITEMS	STAKEHOLDER RESPONSIBLE	ESTIMATED TIMELINE	EVIDENCE
5A. Refine and implement policies and procedures district-wide to ensure the safety and well-being of staff and students	ALT Chief of Police School Resource Officer Safety Task Force (STF)		
5B. Compass- expand 9th grade transitional programming, speaker series, and increased Passion Driven Learning (PDL)/community service time for grades 9-12.	LHS Compass Faculty Advisors LHS Assistant Principal Athletic Director	August 2018-June 2019	
5C. Implement Youth Risk Survey recommendations at middle and high school levels	DTL Middle and high school administration Nurses Health/Wellness teachers	August 2018-May 2019	
5D. Implement strategies for educators and parents to support anxious and depressed students	LPS Professional Learning Community	August 2018-June 2019	
5E. Integrate and expand social and emotional learning into the curriculum	LPS Professional Learning Community	August 2018-June 2019	
5F. Implement cultural proficiency training district wide for faculty and students	METCO Director ALT	August 2018-May 2019	