

## **Melrose School Committee Overarching Goals with SMART Goals for 2015-2016**

The Overarching Goals, which we approved on May 12, 2015, are intended to represent our vision for the district over time (1, 2, 3, 4 below).

The SMART goals (1.a, 2.a, 2.b etc. below) were approved on May 26, 2015. Each year's SMART goals should take us one step closer to the vision described in the Overarching Goals.

The draft Action Items (1.a.1, 1.a.2, etc. below) below are for revision/approval in June.

The Superintendent's SMART goals, which will also follow our overarching goals, will be developed after the committee's SMART goals are set.

Draft Action Items:

### **Student Achievement:**

**1. The Melrose Public Schools will ensure that all students are prepared for their choice of post-secondary pursuits by providing a rigorous, innovative and supportive learning environment that meets Massachusetts and community standards.**

1.a By June 2016, the Melrose School Committee will determine what data is needed by the committee for monitoring student achievement, as measured by agenda items, meeting minutes, and an annual data plan.

*1.a.1 By September 2015, the Melrose School Committee will compile a list of the types of data used over the last two years for monitoring student achievement.*

*1.a.2 By December 2015, the Melrose School Committee will add to that list other data sources that should be used for monitoring student achievement. When doing this work, the Five Year Strategic Technology Instruction Plan, the Strategy Overview and other school committee's practices should be reviewed for input.*

*1.a.3 By March 2016, the Melrose School Committee use the lists from 1.a.1 and 1.a.2 to approve a description of the data that will be provided for monitoring student achievement going forward.*

*1.a.4 By June 2016 an annual data plan will be created which will detail the data to be provided to the School Committee for monitoring student achievement, the way it will be presented, and the timing of those reports.*

### **Instructional Practices & Support:**

**2. The Melrose Public Schools will recruit, develop, evaluate, and retain highly-qualified, diverse, and effective staff members to support a professional culture designed to prepare every student for success.**

2.a By June 2016, the Melrose School Committee will advocate for and monitor progress toward the goals outlined in the Five Year Strategic Technology Instruction Plan 2015-2020, as measured by agenda items and meeting minutes.

*2.a.1 Three times before June 2016, the School Committee representative to the Technology Planning Committee, will give a brief overview of the work of the committee.*

*2.a.2 By December 2015, the Policy and Planning subcommittee will have a plan for any policy changes identified in the Five Year Strategic Technology Instruction Plan.*

*2.a.3 By December 2015, the Finance and Facilities subcommittee will have discussed with Superintendent any particular areas of the FY17 Budget that are affected by the the Five Year Strategic Technology Instruction Plan, so that they can be incorporated into the FY17 draft budget.*

2.b. By June 2016, the Melrose School Committee will gain an understanding of what supports are needed by our highly-qualified teaching teams in order to enhance student outcomes.

*2.b.1 By October 2015 the School Committee chair will meet with the Superintendent to agree on the best way to receive input from administrators as to the role of the committee in supporting teaching teams to enhance student outcomes.*

*2.b.2 By November 2015 the School Committee, the Superintendent and her designees will have a discussion about the committee's role in supporting teaching teams to enhance student outcomes. (the format and timing of this discussion will be arranged via 2.b.1)*

*2.b.3 By December 2015 the School Committee will present to the community a report describing its role in supporting teaching teams to enhance student outcome. This report may list additional action items.*

#### **Community Engagement:**

**3. The Melrose Public Schools will engage the community in a vision for our students' achievement that is grounded in the belief that first-rate public education is our community's most valuable asset.**

3.a By December 2015, The Melrose School Committee will propose a budget development process for the FY17 MPS Budget that continues the extended outreach to the community, and will continue to enhance the budget document.

*3.a.1 By the November 24, 2015 School Committee meeting, members will discuss and approve the Budget Timeline and Process for the FY17 Budget and discuss and approve a plan for community involvement in the FY17 budget process.*

3.b By September 2015, the Melrose School Committee will develop a plan for increasing both their professional development and also their advocacy for the district, as measured by agenda items, meeting minutes, and both a Professional Development Plan and an Advocacy Plan.

*3.b.1 At the August 25, 2015 School Committee meeting, the committee will meet with our legislators to discuss the budget and the city priorities. At this meeting we will also discuss additional advocacy opportunities.*

*3.b.2 By September 2015, the School Committee will develop a list of professional development opportunities for committee members. (The beginning of a PD plan)*

*3.b.3 By December 2015, the School Committee will develop a list of advocacy opportunities.  
(The beginning of an Advocacy plan)*

**Fiscal Issues:**

**4. The Melrose Public Schools will responsibly, strategically and transparently allocate resources based on their ability to positively impact teaching and learning to realize continuous improvement in student achievement.**

4.a By November 2015, the Melrose School Committee will engage in the discussion of the need for additional funding to support the growth budget as presented on May 5, 2015, and will continue to provide information to the community at large of the district needs, as measured by agenda items and meeting minutes.

*4.a.1 By June 2015 the School Committee will notify the community about the date and time of the Board of Alderman review of the School Department line item in the City budget.*

*4.a.2 By July 2015 the School Committee will request that the School Improvement Plan report to the School Committee from the Superintendent contains a summary of any requests being made that might have a budgetary implication.*

*4.a.3 By August 2015 the School Committee will consider an endorsement of the City Override.*

*4.a.4 By September 2015 the School Committee will reach out via our liaison positions to discuss district needs.*

*4.a.5 By September 2015 the School Committee will determine whether there are other opportunities for the Committee to show support for the district needs as reflected in the Growth Budget.*

4.b By June 2016, the Melrose School Committee will review the district Finance policies to ensure that appropriate oversights are in place.

*4.b.1 By September 2015 the Policy and Planning subcommittee will prepare a plan for review of all district finance policies.*

*4.b.2 By June 2016 the review of all district finance policies will be complete.*