

LYNN PUBLIC SCHOOLS

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Superintendent of Schools

Lynn Public Schools Superintendent Goals SY 18-19

Student Learning Goal: Increase achievement for all students

Key Indicators:

- Reduce the academic achievement gap in ELA and Math MCAS by 3 percentage points for the Students with Disabilities subgroup in grades 3-8.
- Increase the percentage of students making progress toward English language proficiency from 48% to 52%
- Meet DESE-identified targets for chronic absenteeism (to be released Fall 2018)

Key Actions:

- Focus District Leadership Team and building leadership meetings on improving instructional practices through professional development, supervision and evaluation, looking at and analyzing data.
- Identify and provide professional development and resources to identified schools through the Framework of Support model.
- Assist school leaders in understanding and utilizing data to identify student learning gaps, link gaps to standards, and identify instructional strategies and/or interventions to effectively address gaps.
- Leverage Extended Learning Time program for math in grades k-8.
- Leverage Extended Learning Time program for Inclusion students at target schools.
- Engage district-wide *Meeting the Needs of English Learners* professional development initiative.
- Develop and implement Every Student Every Day attendance initiative.

District Improvement

Goals	Key Actions
<p>Engage a diverse group of educators and community stakeholders to develop a multiyear strategic plan complete with a collaboratively-developed vision and district core values.</p>	<ul style="list-style-type: none"> • Identify and secure a consultant to lead participants through the process. • Assemble leadership and inclusive planning teams • Leverage <i>Planning for Success</i> strategic planning model • Complete process and related document by May 2019
<p>Develop a strategy to recruit, professionally develop, and retain a diverse staff.</p>	<ul style="list-style-type: none"> • Assemble a team to research and develop plan • Develop and administer survey for current staff of color • Identify university partner • Leverage findings from the Superintendent’s participation on the design team for DESE’s Influence 100 initiative
<p>Develop (or identify) a comprehensive PreK-5 social-emotional learning curriculum framework and related professional development for full implementation SY19-20</p>	<ul style="list-style-type: none"> • Executive Director of Social and Emotional learning will convene a diverse team to identify or develop curriculum. • Professional development modules will be identified or created.
<p>Develop a multistep multiyear plan to address overcrowding at the middle school level.</p>	<ul style="list-style-type: none"> • Assemble project team including but not limited to LPS senior leadership, middle school principals, and a representative from the Inspectional Services Department • Research and determine viable options, complete school impact and budget implication

Superintendent's Professional Practice Goal:

Develop skills in strategy development, data analysis, and instructional leadership by completing the first year of the New Superintendent Induction Program and earning at least *Proficient* ratings on each major assignment.

Key Indicators:

- Calendar documents attendance and contact with coach.
- Rubric rating on each assignment demonstrates proficiency.

Key Actions:

- Attend eight daylong professional development sessions.
- Complete assigned reading and leadership tasks.
- Consult with the assigned coach at least monthly.