



Shrewsbury Public Schools

Joseph M. Sawyer, Ed.D.
Superintendent

May 3, 2019

To: School Committee
From: Joe Sawyer
Re: Proposed Goals for 2019

After considering ways I might best focus my efforts on goals that will advance our district's vision (as articulated in the Portrait of a Shrewsbury Graduate) and our 2018-2022 Strategic Priorities, and in response to feedback from my recent evaluation from the School Committee, I am proposing the following for your consideration and approval.

The format of the following goals is in keeping with the guidelines provided by the Department of Elementary & Secondary Education for performance goals to be "S.M.A.R.T.", i.e., S=Specific and Strategic; M=Measurable; A=Action Oriented; R=Rigorous, Realistic, and Results-Focused; T=Timed and Tracked.

Student Learning S.M.A.R.T. Goal

By the end of 2019, the Superintendent of Schools will have worked with the leadership team to create new or enhanced partnerships with businesses, institutes of higher education, and/or community organizations in order to provide opportunities to students for experiential learning, career awareness, and well-being.

Potential actions to achieve this goal:

Work with members of the leadership team, especially by supporting the work of the new role of Assistant Superintendent for Community Partnerships & Well-Being, to:

- Shape the substance and direction of the new *Colonial Connections* pilot program
- Connect with local organizations regarding potential partnerships with the school district through *Colonial Connections*, and initiate partnerships that seem most promising to advance our strategic priorities and goals

- Document ways in which new or enhanced partnerships will provide learning experiences for students, build career awareness, and/or promote student well-being
- Report to the School Committee regarding the activities and status of the initial phase of the *Colonial Connections* pilot program

Professional Practice S.M.A.R.T. Goal

By the end of 2019, the Superintendent of Schools will have developed and implemented enhanced communications practices with various constituencies, including the School Committee.

Potential actions to achieve this goal:

Work with members of the School Committee, leadership team, and various stakeholder groups to:

- Identify ways in which communication from the Superintendent is perceived to be most helpful and effective for the needs of different stakeholder groups
- Determine ways to enhance the effectiveness of the Superintendent's communication with different stakeholder groups
- Establish a framework for communications from the Superintendent and build a routine for predictable distribution of information in various formats
- Collect feedback from stakeholder groups to determine effectiveness of the Superintendent's communications