

Canton Public Schools 2023-24 District Goals



Professional Practice Goal: NSIP

During the 2023-24 School Year, I will attend all sessions and complete all assignments for the New Superintendent Induction Program (NSIP) for Year 3.

Student Learning Goal: Student Achievement

During the 2023-24 school year, the Canton Public Schools will see an average student growth (SGP) increase of 2 percentile rank for the selected population of students in the lowest performing quartile, based on the state's accountability system.

District Improvement Goal: Communication and Community Engagement

During the 2023 - 2024 school year, the Canton Public Schools will design a District-wide communication plan, implement additional modes of communication and engagement, and establish baseline data for community outreach.

- We can measure it with strategic relationships with organizations which will likely expand
- We can measure by attendance
- Community involvement in district events
- Empower school leaders to do the same

District Improvement Goal: Equity

Over the course of the 2023 - 2025 school years, the Canton Public Schools will reduce the disproportionality risk ratio in discipline referrals by .5 for our selected populations.

Goal #1: Professional Practice Goal(2023 - 2024)

- *Standard IV: Professional Culture, Indicator D: Continuous Learning*

2023-28 Priority #1: Teaching, Learning and Leading for All

Strategic Objective 2023 - 2028: To create rigorous, relevant, and culturally and linguistically responsive learning experiences so the PreK-12 journey supports student development and prepares every student for their future.

Focus and Rationale 2023 - 2028: Public education exists not only within the context of our local Canton community but also within the larger context of our global society. As the world experiences rapid and dramatic changes in technology, the economy, and society, the traditional paradigm of teaching and learning is also changing. More than ever, we must teach our students to collaborate skillfully, to maintain a growth mindset, and to seek and make use of new knowledge. Educational excellence is our expectation that every student will demonstrate high levels of growth and achievement. We foster educational excellence through high-quality teaching, learning and leading, strong systems of support and enrichment, and aligned, culturally and linguistically responsive curricula.

Strategic Initiative 2023 - 2028: Develop a District-wide tiered system of supports to meet students' academic and social-emotional needs

Outcome 2023 - 2028: Close the achievement gaps for historically marginalized and/or underserved populations in the Canton Public Schools

2023 - 2024 District Goal: During the 2023-24 School Year, I will attend all sessions and complete all assignments for the New Superintendent Induction Program (NSIP) for Year 3.

Key Action	Person(s) Responsible	Timeline	Anticipated Indicators of Progress/Measurement
Engage in all NSIP classes and coaching sessions	Superintendent	2023-24	Agendas and course overviews
Participate in all consultancy sessions with a focus on the topics areas identified in our goals, such as tiered interventions, communication and equitable practices.	Superintendent	2023-24	Assignments and summaries of consultancies, with ties to District goals

Goal #2: Student Learning Goal (2023 - 2024)

- *Standard I: Instructional leadership, Indicator IB: Instruction*
- *Standard III: Family and Community Engagement, Indicator IIID: Family Concerns*

2023-28 Priority #1: Teaching, Learning and Leading for All

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2023 - 2024 District Goal: During the 2023-24 school year, the Canton Public Schools will see an average student growth (SGP) increase of 2 percentile rank for the selected population of students in the lowest performing quartile, based on the state's accountability system.

Key Action	Person(s) Responsible	Timeline	Anticipated Indicators of Progress/Measurement
Document a consistent process, identify tools and create a training and implementation plan to support students who need interventions and specialized instruction across PK-12.	Principals, Directors of Student Services and Curriculum, Instruction and Assessment, PreK-5 Humanities and STEM Coordinators, Department	2023 - 2024	<ul style="list-style-type: none">• MTSS Implementation Plan• Number of students engaged in tiers of MTSS intervention• Student achievement data
Engage all stakeholders to gain a consistent understanding and shared ownership of the CPS vision for HQTLL.	Assistant Superintendent of Teaching and Learning, Director of Curriculum, Instruction and Assessment, and Director of Student Services, Department Coordinators and Educators	2023 - 2024	<ul style="list-style-type: none">• Faculty meeting agenda• Professional learning plans• Walkthrough data• Elementary and secondary materials evaluation tools• CPS Vision of Graduate

<p>Focus on writing, building teacher capacity to develop strong writers across grades Pk-12.</p>	<p>Assistant Superintendent of Teaching and Learning, Director of Curriculum, Instruction and Assessment, and Director of Student Services, Building Administrators, Department Coordinators and Educators</p>	<p>2023 - 2024</p>	<ul style="list-style-type: none"> ● Professional learning agendas ● 6-12 Department meeting agendas ● K-5 Job embedded professional learning plans ● Benchmark and state assessment data ● A 1.5% increase from our current MCAS 2023 scores on open response (essays for ELA and Constructed Responses for Sci)
<p>Provide continued, job embedded literacy and math support to elementary educators.</p>	<p>Assistant Superintendent of Teaching and Learning, Director of Curriculum, Instruction and Assessment, and Director of Student Services, Building Administrators, Department Coordinators and Instructional Resource Specialists</p>	<p>2023 - 2024</p>	<ul style="list-style-type: none"> ● K-5 Instructional Support Cycles and Interventions ● Humanities and STEM coordinator support and interventions ● Benchmark and state assessment data
<p>Identify and provide specific data that supports the achievement of this goal: quartile data, student achievement data, benchmark data, etc.</p>	<p>Director of Technology and Data Analytics, Director of Curriculum, Instruction and Assessment, and Director of Student Services, Building Administrators, Department Coordinators and Instructional Resource Specialists</p>	<p>2023 - 2024</p>	<ul style="list-style-type: none"> ● Educator requests for data ● Department and staff meeting agendas ● Meetings with Dir of Tech & Data Analytics

Goal #3: District Improvement Goal (2023 - 2024):

- *Standard III: Family and Community Engagement, Indicator 3C: Communication*

2023 - 2028 Priority #3: Communications and Community Engagement

2023 - 2028 Objective: To develop effective communication, engagement, and partnerships between home, school, and community

2023 - 2028 Focus and Rationale: Strong and culturally and linguistically responsive family, community and school partnerships foster a sense of belonging that supports the mission of the Canton Public Schools

2023 - 2028 Strategic Initiative: Establish and initiate a District-wide communication and engagement plan

2023 - 2028 Outcome: Bolster connections and communication between schools and stakeholders, increasing a sense of belonging for all, improving flow of information and establishing a platform to showcase success and growth.

2023 - 2024 District Goal: During the 2023 - 2024 school year, the Canton Public Schools will engage in professional learning about best practices for communication and community engagement to design a District-wide communication plan and establish baseline data for community outreach.

Key Action	Person(s) Responsible	Timeline	Anticipated Indicators of Progress/Measurement
PR Firm engagement- Identify key analytics and approaches to maximize efficacy of communication and content delivery	Superintendent/PR Firm	November 2023	Content development and media engagement
Establish systems for quality content development and an online and community presence	Superintendent/PR Firm	January 2024	Products designed by a professional social media company
Expand the use of social media to positively celebrate and showcase our school community	Superintendent/PR Firm	December 2023	Established CPS Facebook page and other social media platforms.
Build Power School's centralized ecosystem that includes various communication tools for all stakeholders	SIS Implementation Team	May 2024	Consolidation of existing applications embedded into PowerSchool.
Analyze the development of a communication and community engagement position	Superintendent	March 2024	Superintendent recommendation to SC
Conduct face-to-face engagement opportunities with stakeholders	Building Staff School Administrators	2023-24	Attendance and feedback from the events
Conduct school community opportunities to engage in the GMS Building Project	Administrators and staff	2023-24	Established events and attendance around engagement

Goal #4: District Initiative (2023 - 2024)

- *Standard IV: Professional Culture, Indicator 4B: Cultural Proficiency*

2023 - 2028 Priority #4: Safe, Inclusive and Equitable Environments

Strategic Objective: To create and sustain a culturally and linguistically responsive school climate and culture that supports an equitable educational environment for every student and staff member.

Focus and Rationale: As student learning is inextricably linked to a school's social environment, adults have a collective responsibility to build a positive climate and culture in all of our schools. We must pay careful attention to, model, and provide explicit instruction in social-emotional, multicultural, and culturally and linguistically responsive practices that contribute to a healthy climate and culture and support overall student well-being while also disrupting inequitable student and staff experiences.

Strategic Initiative: Establish clear expectations for what equitable experiences in the Canton Public Schools are.

2023 - 2028 Outcome: A more equitable and inclusive learning environment for students and staff in the Canton Public Schools.

2023 - 2025 District Goal: Over the course of the 2023 - 2025 school years, the Canton Public Schools will reduce the disproportionality discipline risk ratio by .5 for our selected populations.

Key Action	Person(s) Responsible	Timeline	Anticipated Indicators of Progress/Measurement
Provide Wayfinder professional learning, monitor implementation of Wayfinder and identify additional professional learning opportunities as needed	Principals, Wellness Department Coordinator and Directors of Student Services and Curriculum, Instruction and Assessment	2023 -2024	Implementation of Wayfinder curriculum Teacher usage data Student and Staff feedback
Provide Equity professional learning for all staff at least 2x/year	Assistant Superintendent for Teaching and Learning	2023 - 2025	Professional learning agendas Feedback forms
Continue Restorative Justice Training, including our Unit E staff	Assistant Superintendent for Teaching and Learning	2023 - 2025	Contract with Suffolk University Professional learning and faculty meeting agendas Number of staff who have received Restorative Justice training

Develop (2023 - 2024) and implement (2024 - 2025) an equity-based behavioral matrix	Assistant Superintendent for Teaching and Learning, Director of Student Services, Building Administration	2023 - 2025	Committee agendas Sources of feedback data New discipline matrix
Regular meetings to review discipline data	Assistant Superintendent for Teaching and Learning, Director of Student Services, Building Administration	Monthly 2023 - 2025	Meeting agendas