

Professional Practice Goal:

Goal #1: Effective Entry and Team Building.

Framing my transition into Wellesley as the new superintendent, I will engage both staff and members of the community to establish productive working relationships, gain an understanding of the district's recent history, and assess priority areas moving forward.

1. Seek input on draft entry plan prior to my July start date. Post final entry plan on WPS website and invite additional input from the community.
 2. Convene off-site retreat in July for district administrators focusing on team building and exploring priorities for the year.
 3. Engage key community stakeholders through individual and group entry meetings.
 4. Convene off-site retreat with School Committee to explore working styles, expectations, and priorities for the year.
 5. By February, complete and present a report of Entry Findings that (a) synthesizes evidence collected, (b) identifies strengths of the system and the most critical areas for improvement that require further inquiry, and (c) identifies next steps for study.
 6. Fill interim positions with qualified permanent appointments.
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1. Posted Entry Plan
 2. Retreats with administrators and School Committee
 3. Presentation of Entry findings.
 4. Post vacancies in January and hiring before the end of the school year.

District Level Goals:

Goal #2: Development of Multi-Year Strategic Plan.

Through a comprehensive process that will engage internal and external stakeholders, develop a strategic plan that addresses three primary questions:

- a) What should all Wellesley students know and be able to do?
- b) What type of instruction will best develop these competencies?
- c) How will we measure success?

1. Survey community to establish baseline data in priority areas.
2. Establish representative Task Force to oversee the strategic plan development.
3. Convene smaller sub-groups to develop spec 0.24 0 0 0.24 205.2754 641.76 cm BT 0lb

Goal #4: Restore Public Confidence in the District's Business Office

Improve communications, transparency, and efficiency in the District's Business Office.

1. Make successful transition to new food service provider.
 2. Resolve outstanding food service debt and ensure that minimal new debt is incurred.
 3. Implement new online payment/registration system that allows for automatic payments.
 4. Provide training and manage rollout of MUNIS financial system for principals and department heads.
 5. Increase business office capacity and efficiency through staff reorganization and training.
 6. Develop and execute transparent FY 2014 Budget Process that includes ongoing engagement with the School Committee, Board of Selectman, Advisory, and staff.
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1. Increased student participation in food lunch program

1. SFMP Task Force established and begins meeting in October 2012.
2. Identification of FY14 capital projects by December 2012.
3. Approval of FY14 debt exclusion by Fall 2013.
4. SFMP Task Force establishes long-term development process by January 2013.
5. SFMP Task Force seeks community input from January-May 2013 on long-term project scoping.
6. Draft of Task Force recommendations ready by June 2013 and presented to School Committee and Board of Selectmen.
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