



## Superintendent Goals 2023-2024 – Dr. Rich Drolet

### **DISTRICT IMPROVEMENT GOAL 1**

#### **Goal 1: Effective Entry and Direction Setting**

By Spring of 2024, the district will have agreement from key stakeholder groups about (a) the district's most critical needs; (b) strategies and goals that will address them most effectively; and (c) measures that will be used to assess progress.

#### ***Key Actions***

1. By September of 2023, present to the King Philip School Committee a written Entry Plan, including (a) types of evidence to be analyzed; (b) stakeholders to be interviewed; and (c) methods for assessing instructional practice.
2. By March of 2024, complete and present a Report of Entry Findings that (a) synthesizes evidence collected; (b) identifies strengths of the school district and the most critical areas for improvement that require further inquiry; and (c) identifies next steps to improve student learning.
3. By June of 2024, collaborate with the King Philip District Leadership Team and the King Philip School Committee to identify three to five district improvement goals for 2024-2025.

#### ***Benchmarks***

1. 2023-2024 superintendent goals drafted by the superintendent and approved by the King Philip School Committee.
2. Entry Plan (October, 2023), Report of Entry Findings (March, 2024), and 2024-2025 district improvement goals (June, 2024).
3. Formulation and School Committee acceptance of 2024-2025 district improvement goals. Consensus from the King Philip District Leadership Team to support these goals through their 2024-2025 school improvement plans.

## **DISTRICT IMPROVEMENT GOAL 2**

### **Goal 2: Vision of a Graduate/Innovative Programming/Pathways/Early College**

Under the high school principal's leadership, implement a *Vision of a Graduate* at KPRHS. Look to increase special programming to meet the varied needs of students. This may include, but is not limited to, exploring furthering STEM (Science-Technology-Engineering-Mathematics) options, promoting innovation, and creating additional dual enrollment as well as *Pathways* opportunities for our students to assist with career exploration and early college opportunities.

#### ***Key Actions***

1. Work with the King Philip District Leadership Team to plan offerings for secondary students in order to expose all students to increased authentic and relevant learning experiences.
2. Work with other school leaders, local colleges/universities, and consultants to create additional dual enrollment opportunities for our high school students in order to have more chances to earn early college credits that will count at state colleges and universities.
3. Work with King Philip Regional High School administrators to create and support the possible development of additional *Pathways* programs, while exploring future collaboration with community or business partnerships.

#### ***Benchmarks***

1. By January of 2024, review courses at King Philip Regional High School, determine any new chronological sequences of courses that students may take that may assist with a future *Pathway*/career exploration, and determine if any new courses should be added (or what current courses may need to be revised) as part of the 2024-2025 King Philip Regional High School Program of Studies.
2. By April of 2024, work with the King Philip District Leadership Team and school principals to increase offerings for middle/high school students, in order to expose all King Philip Regional School District students to additional authentic and relevant learning experiences.
3. By June of 2024, identify new dual enrollment/early college opportunities for our high school juniors and/or seniors to have new opportunities to earn additional college credits while still enrolled at King Philip Regional High School.

## **STUDENT LEARNING GOAL**

### **Goal 3: Visibility and District Leadership Team Work to Improve Teaching and Learning**

Immerse myself in the King Philip Regional School District community. Create, facilitate, and participate in King Philip District Leadership Team instructional rounds. Observe classroom techniques, analyze curriculum, identify district priorities, and set goals in order to improve student achievement.

#### ***Key Actions***

1. Observe classroom teaching and learning practices to gain knowledge of district instructional practices. Attend one home KP sports game/match/meet during each fall/winter/spring season.
2. Analyze student assessment results (MAP at middle school, MetroWest youth behavior survey, MCAS, AP scores, etc.) and set measurable school district goals for the 2024-2025 school year.
3. Share with the King Philip District Leadership Team information related to best instructional practices (lesson design, student engagement, formative assessment, promoting school cultures that foster equity, inclusiveness, and belonging).

#### ***Benchmarks***

1. By November of 2023, conduct a week-long superintendent residency at each school (with a hallway desk), as well as engage in monthly superintendent-principal classroom visits.
2. By January of 2024, lead quarterly instructional rounds with the district leadership team. In addition, begin a Superintendent-Student Advisory Council (to meet monthly).
3. By June of 2024, identify priority areas to be addressed for future improvement regarding district instructional practices and/or curricular changes. Use this information to help plan district goals for the 2024-2025 school year.

## **PROFESSIONAL PRACTICE GOAL**

### **Goal 4: Superintendent Learning and Leading**

Participate in a plethora of professional development to share what I learn with the King Philip District Leadership Team, as well as collegially communicate with other superintendents and job-alike colleagues.

#### ***Key Actions***

1. Throughout the 2023-2024 school year, I will regularly provide the King Philip District Leadership Team with resources, professional development, and useful information to help them foster a student-focused, welcoming, equitable, and inclusive learning environment to help meet the needs of all students within our King Philip Regional School District.
2. Attend and participate in all Tri-County Superintendents' Roundtable meetings; collaborate monthly with all local elementary superintendents (Norfolk, Plainville, Wrentham); attend and participate in all Bi-County Collaborative Board meetings. Additionally, get formerly trained as an administrator "coach" through the Massachusetts School Administrators' Association and the Teaching and Learning Alliance.
3. Learn more about artificial intelligence, its implications of Gr. 7-12 education, and share positive and innovative aspects as well as beneficial uses of artificial intelligence with the King Philip District Leadership Team, our educators, and students.

#### ***Benchmarks***

1. Through convocation and welcoming new students (September, 2023), presenting and sharing at District Leadership Team meetings (yearlong), providing professional development for teachers and staff (April, 2024 and beyond), I will guide our King Philip District Leadership Team members and principals to increase their knowledge and support their teachers, staff, and students as they navigate the challenging yet important work of building and sustaining school cultures of belonging, equity, and inclusion.
2. By November of 2023, I will attend the following conferences: M.A.S.S. (Massachusetts Association of School Superintendents) Paul J. Andrews Summer Executive Institute in July; New England Association of School Superintendents (NEASS) Annual Conference in October; and Massachusetts Association of School Committees/Massachusetts Association of School Superintendents (MASC/M.A.S.S.) Joint School Leadership Conference in November. Also, in July of 2023, I presented a session to Massachusetts administrators at the M.A.S.S. Summer Executive Institute (the presentation highlighted best practices associated with serving as an effective school superintendent). In February of 2024, I will attend the AASA (The School Superintendents' Association) National Conference. By May of 2024, I will complete training and gain strategies to employ an intentional approach to coaching administrators based on defined expectations in practice and employing a set of shared resources/tools to ensure continuity in practice for principals and central office administrators.
3. By November of 2023, learn more about artificial intelligence's useful implications in Gr. 7-12 education. By February of 2024, share applicable knowledge and resources related to artificial intelligence with our District Leadership Team. By June of 2024, provide professional development for educators related to utilizing artificial intelligence.