



## Superintendent Goals 2025-2026 – Dr. Rich Drolet

\*Approved at 9/22/25 KP School Committee Meeting

### **DISTRICT IMPROVEMENT GOAL 1**

#### **Goal 1: Facilities, Capital Planning, and District Finance & Operations** *(aligned with KP School Committee Goals 2 & 3)*

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

1. Work alongside the new Director of Finance & Operations to implement internal best practices regarding expenditures and purchasing, receiving of goods and services, and grants management
2. Involve, seek feedback from, and gain approval by the King Philip Regional School District School Committee throughout the budget process regarding all budgeting and financial accounting practices within School Committee purview and authority
3. Collaborate with tri-town administrators and tri-town boards (including, but not limited to, Select Boards, Finance Committees, and Advisory Committees) regarding King Philip Regional School District MSBA Accelerated Repair Program applications, capital improvement planning, and advocating for long-term capital investments

##### ***Benchmarks***

1. By September of 2025, implement internal procedures regarding purchase orders, receiving of goods and services, grants management, personnel management, and best practices for procurement
2. Also by September of 2025 and ongoing, gain necessary School Committee approvals for transferring of funds, budget amendments, and capital expenditures
3. By December of 2025, solicit bids for and hire a “house doctor” (engineering or architectural firm) for on-call services and to help define capital needs
4. By June of 2026, complete a Facilities Assessment, identify King Philip Regional School District facilities priorities, and create a new 5-10 year capital improvement plan

## **DISTRICT IMPROVEMENT GOAL 2**

### **Goal 2: Improve Student Attendance and Decrease Chronic Absenteeism** *(aligned with KP School Committee Goals 1, 2, & 4)*

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

1. Encourage and support principals and the District Leadership Team to make necessary changes in order to improve student attendance and increase student achievement
2. Communicate the importance of school attendance to students and families, primarily through school-based communications; solicit feedback from students to improve student attendance through Superintendent-Student Advisory Group
3. Share and analyze data related to student attendance with the District Leadership Team, School Committee, staff, students, and families, then begin to set measurable goals to improve student attendance and decrease chronic absenteeism

#### ***Benchmarks***

1. By September of 2025, encourage and support principals to make necessary changes to school communications, procedures, and policy related to attendance
2. By November of 2025, facilitate, provide feedback, and approve principal and other district leadership team member goals related to improving student attendance
3. By February of 2026, analyze mid-year 2025-2026 attendance data and determine any additional action steps that may need to be implemented
4. By June of 2026, increase student daily attendance by 1.5% (from 93.5% to 95% or higher) and decrease chronic absenteeism by 3.5% (from 19.5% to 16% or lower)

## STUDENT LEARNING GOAL

### **Goal 3: Increase Student Engagement to Elevate Academic Performance** *(aligned with KP School Committee Goal 1)*

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

1. Lead and participate in learning walks with administrators and teacher-leaders: observe classrooms in an increased capacity, determine resources and professional learning needed to improve/enhance teaching and learning, and support student-centered instructional practices
2. Facilitate and participate alongside our District Leadership Team in reading the book *Reimagining Student Engagement* by Amy Berry, using this as a resource and guide to help increase student engagement, and ultimately, improve student achievement
3. Promote the continued use of “Applied Learning” at KPMS, as well as Innovation Pathways and innovative courses at KPHS

#### ***Benchmarks***

1. By November of 2025, organize and lead learning walks (along with Asst. Supt. Terrill) with the District Leadership Team
2. By January of 2026, involve department heads and teacher-leaders in learning walks
3. By June of 2026, determine specific school and/or district-wide action steps, as well as any resources/professional learning needed for the 2026-2027 school year, that involve increasing student-centered learning to elevate academic performance

## **PROFESSIONAL PRACTICE GOAL**

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

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

1. During the 2025-2026 school year: Collaborate and meet at least bi-monthly with our local elementary superintendents (Norfolk, Plainville, Wrentham). Serve on, attend and participate in monthly Bi-County Collaborative Board meetings; serve on the Bi-County Collaborative Budget Subcommittee. Serve on, attend, and participate in monthly TEC (The Education Cooperative) Board meetings; attend and participate in monthly TEC (The Education Cooperative) Superintendent Working Group meetings. Serve on the M.A.S.S. (Massachusetts Association of School Superintendents) Executive Committee (representing Tri-County and Worcester County Superintendent Roundtables) which includes attending and participating in both monthly Tri-County Roundtable meetings and monthly M.A.S.S. Executive Committee meetings. Serve on the Hockomock Area YMCA Board of Incorporators. Attend and participate in Healthy KP Coalition monthly meetings
2. Attend professional development conferences and workshops as needed and share knowledge, best practices, and relevant information gained with our KP Leadership Team

#### ***Benchmarks***

1. By November of 2025, conduct a week-long superintendent residency at each school (with a hallway desk), as well as continue to engage in monthly superintendent-principal meetings including classroom visits
2. By February of 2026, I will attend and/or present at the following conferences: M.A.S.S. (Massachusetts Association of School Superintendents) Paul J. Andrews Summer Executive Institute in July of 2025; RTM Business Group National Superintendents Forum in October of 2025 (*presenter*); Massachusetts Association of School Committees / Massachusetts Association of School Superintendents (MASC/M.A.S.S.) Annual Conference in November of 2025 (*panel presenter with Chair Lehan*); and the School Superintendents Association (AASA) National Conference on Education in February of 2026