

Metrics Relative to Mission goal team

DRAFT Minutes from 1/23/2007 meeting (2:30p-3:30p, Wayland Town Building)

Attending: Sean Carabatsos, Jeff Dieffenbach, Cyndy Dunham, Steve Goldstein

Cyndy presented a summary of the “core values” work that the Administrative Council is performing with consultant Dr. Irwin Blumer. A 2-page write up of the status of that effort was distributed.

Steve mentioned Newton’s long range planning and core values work, and suggested that the goal team might benefit from talking with Newton about how it is considering metrics.

Jeff introduced the Needham district “report card” that Steve had found last year. A copy was given to Sean, who had not seen it. It’s available online.

http://district.needham.k12.ma.us/reports/perf_report_04.pdf

The team discussed the timing of an initial report to the School Committee. The intent is to make that report on Monday, April 23 (a day before the town election and three days before the beginning of Annual Town Meeting).

The team talked about “leading” and “lagging” indicators, the latter being such “traditional” measures as SAT or 10th grade MCAS scores. There was general agreement that leading indicators (e.g., 3rd grade MCAS, DIBELS/GRADE reading assessment, and so on) are also worth examining. And, there is value in looking at both “hard” (quantitative) and “soft” (qualitative) metrics, although the team agreed that the latter would be harder to compile.

In addition to tracking Wayland metrics, the team should report benchmarks from peer, regional, national, and perhaps even international schools where available.

Below is a list of some possible metrics that came up during the course of the conversation—a comprehensive list was not discussed.

- DIBELS, GRADE, and DRA assessments
- Teachers recruited, hired, and mentored
- Number of teachers with advanced degrees
- Average teacher tenure and teacher turnover
- Progress against MA curriculum frameworks

The team discussed the following action items to be completed prior to the next meeting, which was tentatively set for Friday, 2/16, from 7a to 8:30a at Claypit Hill ES.

- Survey of teachers/administrators as to metrics currently in use, and what those metrics have been for the past 5 or so years (Steve asked Sean to look into this following the meeting, as the team did not address it during the meeting; perhaps this should be coordinated through Cyndy.)

- The team did not address a survey of students, parents, and other residents as to the metrics that they think are of value. Such a survey should probably be conducted through the full School Committee (or at least with the committee's approval), perhaps folding in questions from the other goal teams.
- Steve volunteered to collect benchmark information from peer towns.
- Jeff and Cyndy volunteered to compile the metrics that are already in place.
- Each team member is asked to prepare a list of possible metrics, organized by "domain" and, if possible "sub-domain," as outlined in the appendix and available online.
<http://www.waylandschoolcommittee.org/details/lrsp-framework.xls>

Appendix: domains, sub-domains, and goals

Domains	Sub-Domains	Goals: bold = leading candidate for initial pursuit; *** = selected 8/28
Student Learning	Mission	Determine the districts mission, goals, and priorities *** Develop measures to determine mission success
	Curriculum	Evolve curriculum scope consistent with mission Establish evergreen curriculum review process Improve specific curriculum areas Review/modify Kindergarten program, including consideration of full day Improve senior year options Consider altered school start times Consider longer school day Add foreign language at the elementary school level (FLES) Reconfigure MS/HS foreign languages Consider conversion from classical to comprehensive HS Implement project based learning Focus on reasoning, critical thinking, problem solving Focus on communication/interpersonal skills Develop basis for lifelong learning Build creativity into curriculum Improve social skills and support: social competencies, respect, team work, etc. Encourage societal learning: manage change/uncertainty/success/failure, etc.
	Assessment	Establish effective assessments to guide instruction
	Extracurriculars	Establish appropriate balance of athletics, arts, and other activities Make all-day activities available
	Student Services	Maintain safe/clean school environment Review/change class size guidelines Review METCO program Reduce risky student behaviors Integrate mandated requirements into all areas Prepare for expected changes in mandates Improve differentiated instruction Establish gifted and talented program
	Supplies	Provide for adequate supplies
	Technology	Develop plan to enable best learning and teaching
	Facilities	Maintain up to date facilities and facility plans Align facility needs to enrollment forecasts
	High School	Establish design for and approval of HS facility Renew approaches to continue student and faculty success
	Results	Improve student performance Meet AYP Close the achievement gap

Staff Performance	Hiring	Recruit diversified, well-qualified staff
	Professional Development	Provide professional development training and professional advancement for all staff Encourage staff to pursue higher education
	Mentoring	Encourage mentoring and leadership development among faculty and administration Create opportunities for staff collaboration
	Evaluation	Develop process for evaluating teachers and administrators
	Retention	Negotiate contract that jointly benefits teachers, students, and the community Establish effective parent communication system Retain top-quality teaching and administrative staff

District Leadership	Leadership	Maintain continuity during turnover
	Planning	Establish and institute annual long range strategic planning process Add long range planning sections to existing reports Further develop crisis management plan
	Evaluation	Develop process for evaluating administrators
	Communication	Evaluate/revise web site operations
	Governance	Improve process for School Committee to set and evaluate policies Improve process for School Committee to guide and evaluate superintendent Improve process for School Committee to evaluate and approve budgets Implement communication plan

Financial Management	Financial Management	Lobby for federal aid Lobby for state aid Lobby for local aid: operating and capital Develop supplemental funding sources *** Identify education-neutral cost savings
	Business Processes	Build, improve, and codify business processes in CO and schools to improve efficiency

Community Support	Engagement	Enhance community support *** Address societal change Create community space for technology, library, arts, adult learning Bring community together: town focal point, create pride, distinguish Wayland Create community service program
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