

Proposed “Metrics Relative to Mission” goal team: charge and action plan

This document outlines the charge and a proposed action plan for the Metrics Relative to Mission (MRM) goal team.

1. Charge

The Measures Relative to Mission Goal (MRM) team will recommend a slate of measures to be reported on each year by the Wayland Public Schools. These measures will describe the system and its explicit or implicit progress towards delivering on its existing mission statement (see appendix). The MRM Goal Team will work with the Administrative Council to insure that the Goal Team's work is consistent with the Administrative Council's work on evolving the district's mission. The MRM Goal Team will consist of one School Committee member, one administrator, and any of the following who may be recruited to serve: a resident, a student, and a teacher. At the discretion of the School Committee as a whole or the Committee member and administrator, the Goal Team may be expanded to more than one resident, student, or teacher.

2. Action plan

- Team committee member, before meeting as a team
 - Survey teachers and administrators regarding existing metrics as well as metrics they would like to see; ask them for a 3-5 year history of metrics they currently use
- Each team member, before meeting as a team
 - Review mission: http://www.wayland.k12.ma.us/district/district_info/mission.htm
 - Understand existing Administrative Council initiative (see appendix)
 - Suggest candidate peer towns and districts for comparison purposes
 - Suggest candidate metrics and sources of information for those metrics
 - Suggest reporting format, timing, and channel
 - Consider and comment on the process
 - Review metrics from existing LRSP work
 - > <http://www.waylandschoolcommittee.org/details/lrsp.htm>
 - > <http://www.waylandschoolcommittee.org/details/wsc-lrsp-2006-10-16.pdf>
Regarding the latter, see especially slides 13-54
- First/subsequent meetings
 - Agree on process, including communication with other goal teams
 - Agree on peer towns/districts
 - Survey parents, students, and residents without children in the schools
 - Agree on metrics
 - Outline report card format

- Agree on date to report to School Committee
- Compile draft and proposed report card
- Report to School Committee

Appendix: existing mission statement

District-Wide Mission

Personal and civic responsibility, love of learning, and empathy for others: these are the qualities that the Wayland Public Schools seek to instill in its students. At its core, our mission is to provide a rigorous and stimulating academic environment that promotes the acquisition of knowledge and skills. Yet we deem it equally important to nurture self-confident, collaborative, and conscientious individuals. We strive to create a climate where risk-taking is safeguarded, open expression is encouraged, and free association is protected. Our goal is to advance our students' growth into principled, informed, and capable citizens who will help guide a democracy that follows humanitarian principles in the global forum, and shape a just society where individuals may reach their full potential.

WHS Academic Expectations

Wayland High School students will

- Read actively and critically
- Communicate effectively in both written and oral forms
- Understand and interpret the cultural and historical contexts of the world
- Use scientific and mathematical approaches to interpret information and solve problems
- Seek and use information effectively, creatively, and ethically to construct knowledge

WHS Social Expectations

Wayland High School students will

- Treat teachers, staff, other students, and themselves with respect
- Exhibit honesty and integrity in all aspects of school life (curricular, extracurricular, and social)
- Take responsibility for themselves within Wayland High School and the greater community
- Demonstrate empathy with people of different abilities, backgrounds, and cultures and appreciate the commonality and interdependence of all communities.
- Show an ability to work collaboratively
- Appreciate the importance of a sound mind and body

WHS Civic Expectations

Wayland High School students will

- Serve their community and society actively through volunteerism
- Develop an awareness of local, national, and global issues
- Know their rights and responsibilities
- Value and respect the environment
- Engage in the democratic process in school and in society

Gates Foundation

Through its partnerships in communities across the United States, the foundation is committed to raising the high school graduation rate and helping all students—regardless of race or family income—graduate as strong citizens ready for college and work. Our Education initiative also works to provide children with opportunities for quality early learning.

Appendix: Administrative Council initiative

Note: This brief summary of the Administrative Council's "core values" initiative is mine alone and has not been reviewed by the Superintendent.

- 2 year effort that began summer 2006
- Facilitated by Dr. Irwin Blumer
- Steps
 - Agree on core values
 - Expand values with a description and measurable actions
 - Preview value statements with WSC, teachers, parents, students, and others
 - Refine values as prompted by broader input

Appendix

Peer towns/districts

Acton
Acton-Boxborough
Belmont
Boxborough
Brookline
Carlisle
Concord
Concord-Carlisle
Dover
Dover-Sherborn
Lexington
Lincoln
Lincoln-Sudbury
Needham
Sherborn
Sudbury
Wayland
Wellesley
Weston

Metrics

Time series, vs. other towns, vs. state, nationally
= Survey parents with college students
= Survey teachers
= SAT scores
= AP scores
 - Pct in AP classes
= MCAS scores
= Other test scores
 - Iowa discontinued 1 yr ago
= Student plans
 - 4 year, 2 year, other, work, military
= Colleges/universities attended
= Pct in public school
= Class size
= Teacher salary
= PPE
= Teacher assessments
= Admin assessments
= Drop-out rate
= Students per computer
= Classrooms on Internet
= Absenteeism
= Suspension rates
= Student teacher ratio
= Specials per elementary grade
= Activities per student at HS/MS
= Fees per student
= Building SF/student
= Students/schools
= PTO contributions
= METCO results
= NEASC accreditation
= # of hours of professional development
= Youth behavior survey