

GNB Voc-Tech High School

SMARTIE Goals 2023-2024

Superintendent-Director

Preparation, Passion, Perseverance

Name/Title: Michael P. Watson, Superintendent-Director

Supervising Evaluator, if any—Name/Title/Role in evaluation: District School Committee

Check all that apply¹: Proposed Goals Final Goals Date: August 2024

Student Learning SMARTIE Goal <i>Check whether goal is individual or team; write team name if applicable.</i>	Professional Practice SMARTIE Goal <i>Check whether goal is individual or team; write team name if applicable.</i>
<p><input type="checkbox"/> Individual <input checked="" type="checkbox"/> Team: _____</p> <p>Team: Academic and CTE Staff</p> <p>Objective: Advance academic achievement and CTE skill competency by establishing foundational benchmarks and fostering growth across all programs by June 2025.</p> <ol style="list-style-type: none">Analyze common formative assessments in all academic classes to track and demonstrate and improve student growth on the state MCAS assessments. Educators will share and discuss student learning data in PLCs at least once per cycle.Utilize SkillsPlus to monitor progress toward Chapter 74 learning frameworks in CTE classes, with all educators updating their rosters once per cycle to ensure students are meeting competency benchmarks and sharing the information with all stakeholders every trimester.Industry Recognized Credentials. By June 2025, CTE programs will increase student mastery on industry-recognized credentials from strand 2 by 10%, demonstrating relevant skills for future employment, from last year.Expand professional development on data-driven, differentiated, and culturally responsive teaching to close achievement gaps and improve student growth, ensuring equitable access to high-quality education.Implement advanced data analytics and early warning systems for timely interventions, reducing failure rates by 5% during the 2024-2025 school year.Integrate mental health programs to support student well-being, improving student attendance and reducing chronic absenteeism by 5%.	<p><input type="checkbox"/> Individual <input checked="" type="checkbox"/> Team: _____</p> <p>Team: District Leadership and Administrative Staff</p> <p>Objective: Advance district operational efficiencies and educational practices through continuous professional development during the 2024-2025 school year.</p> <ol style="list-style-type: none">Attend conferences, seminars, and training sessions to improve district operational efficiencies, modernize curriculum, ensure equitable access, and enhance communication with senior staff and provide evidence by June, 2025, of at least three operational efficiencies that align to the district strategic plan.Introduce and implement an advanced system to monitor and improve student attendance, leveraging technology to ensure equitable educational opportunities aimed at reducing chronic absenteeism by June, 2026 by 5%Utilize project management software to empower district administrative staff to manage projects, workflow, and task tracking efficiently, streamlining communication and increasing team effectiveness. Provide evidence by June, 2025 that will allow the expansion of this initiative for 2025-2026.Introduce Magic School initiatives and technology programs to enhance digital learning, teachers and administrators will integrate at least two Magic School tools into all lesson planning to promote innovative teaching practices by June 2025.Develop protocol to conduct teacher learning walks with interdepartmental collaboration focused on effective teaching practices, fostering a

¹ If proposed goals change during Plan Development, edits may be recorded directly on the original sheet or revised goals may be recorded on a new sheet. If proposed goals are approved as written, a separate sheet is not required.

<p>7. Implement at least two culturally responsive/inclusive lessons in all classrooms that incorporate student identity, fostering high-quality learning for all students.</p>	<p>collaborative learning environment among educators with implementation in 25-26. .</p>
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SMARTIE: S=Specific and Strategic; M=Measurable; A=Action Oriented; R=Results Oriented T=Timed and Tracked I=Inclusive; E=Equitable.

<p style="text-align: center;">District SMARTIE Goal 2024-2025 1</p>	<p style="text-align: center;">District SMARTIE Goal 2024-2025 2</p>
<p>Objective: Support student success and engagement during the 2024-2025 school year.</p> <ol style="list-style-type: none"> 1. Develop MTSS principles with instructional support teams, providing tiered interventions and measurable outcomes to improve student success at GNBVT. 2. Deploy accommodation matrices and provide professional development to simulate marginalized student experiences for all staff, fostering empathy and understanding to construct high-quality learning environments for all students. 3. Expand CVTE partnerships with regional employers by 10% and increase student participation in cooperative education/placement by 5%. 4. Conduct trimester reviews of student performance, lesson planning, data with teachers and administrators to identify trends and adjust instructional strategies as needed in all academic and CTE departments. 	<p>Objective: Enhance district communication and engagement with the community in 2024 using Thoughtexchange.</p> <ol style="list-style-type: none"> 1. Gather feedback and foster engagement, Actively gather feedback and foster engagement by involving a broad and diverse group of students, staff, parents, and community members in discussions on key district issues. 2. Conduct at least four ThoughtExchange engagements—one at the start, mid-year, and end of the year, and at least one focused on a specific topic to measure participation rates and gather qualitative feedback. 3. Provide training for school administrators and key staff by October 30, 2024, ensuring resources are allocated to promote and facilitate inclusive discussions. 4. Use feedback to inform policies and address community concerns, ensuring accessibility for all stakeholders, including translations and accommodations for disabilities, actively engaging underrepresented groups.