

North Andover Public Schools
System Goals
2008-2009

The North Andover Public Schools endeavors to provide an educational program and environment of the highest quality that enables each student to fulfill his or her maximum potential intellectually, socially, physically and emotionally, so that he/she will become a responsible, productive and active member of society.

The system seeks to fulfill its comprehensive mission while it works to make significant progress toward the following goals for the 2008-2009 academic year. In addition to the leadership team, members of the School Committee have submitted goals they would like included in the system goals for the 2008-2009 school year. These goals have been combined into coherent and achievable action items. It is important to note that the goals are appropriately complex and will not be completed in one year. The School Department cannot limit its work to these areas in the coming year, but it will focus on specific action items in these areas and it will work to ensure that actions and decisions made in other areas are made with these goals in mind.

1. Develop curriculum objectives and a well articulated North Andover curriculum that is aligned with the state frameworks and is consistently implemented across all schools.

Action Items.

- Advance curriculum and instruction practices that promote a three year plan for establishing a standards-based education (SBE) system.
 - Disseminate essential standards documents, focusing on K-5 reading, writing, math, and science; 6-8 writing, reading, math, social studies and science; 9-12 ELA, math, science, social studies, and foreign language
 - Administer 3-4 teacher-directed, grade level, interim common assessments
 - Collect data for all students using interim common assessments
 - Collaboratively review and analyze data from interim common assessments and make recommendations for best instructional practices
 - Coordinate system of professional development to support district SBE initiatives through the PD committee
 - Publicize a pyramid of interventions for each school, coordinated by a common district approach
 - Use 2008-2009 data on students to set achievement/academic performance goals. for 2009-2010 school year

2. Assure that North Andover's curriculum is current, meets the needs of all students, and encourages students to participate in high level, rigorous courses.

- Review and revise via the School Committee subcommittee the established five-year cycle for curriculum renewal.
- Review student placement in courses at NAHS to ensure student access to appropriate level courses in all subjects in light of the new schedule for 2009-2010.
- Review advanced placement offerings and determine how additional AP courses can be integrated into the new NAHS scheduled beginning 2009-2010. Within this context, analyze student participation and achievement rate in AP classes and develop a plan to increase participation and achievement.

3. Provide a high level professional environment that supports teachers and administrators in their work to carry out the mission of the school system.

Action Items.

- Support teachers, principals, and staff through open, responsive communications and in providing clear direction through appropriate academic focus in the context of a supportive and caring environment.
- Support the high school principal as she strives to:
 - implement the new high school schedule to better meet the needs of students by expanding academic programs

- raise graduation requirements to match the recommended Massachusetts Core Curriculum requirements (4 years of English and Mathematic, 3 years Social Studies and Science, and 2 years of the same Foreign Language).
 - implement a new GPA scale designed to be less complicated and more equitable to all students
 - Support the middle school principal as she strives to:
 - work with elementary principals and middle school staff on providing students a smooth academic and developmental transition to middle school
 - work with middle school and high school staff, students, and parents to assure a coordinated transition for students as they select an appropriate course of study at the high school
 - implement the changes in the middle school schedule and program delivery.
 - assure consistency of programs and high expectations by measuring student achievement through the administration of common assessments.
 - raise academic achievement by identifying essential standards, creating common assessments, and implementing tiered instruction
 - Support the elementary principals as they strive to:
 - insure consistency of programs and expectations across district/grades helping all students transition to the middle school with a common academic background
 - review AYP subgroup performance across the system
 - coordinate their efforts through regularly scheduled planning meetings
 - Implement the newly developed process for teacher evaluation system for NAPS.
- 4. Work closely with the Town Accountant, Town Manager, and building principals in the full implementation of the Town's financial software system, BudgetSense, to assure accurate accounting and appropriate oversight of the budget.**

Action Items

- Provide monthly financial reports to the School Committee including special education reports
- Provide quarterly reports on grants and revolving accounts.
- Continue process of consolidation of school and municipal departments/functions in the areas of technology, payroll, and facilities management.

5. Enhance communication with Town Hall and the community as a whole.

Action Items

- Continue to write and publish periodic information about the school system for the community.
- Continue to work closely with the Town Manager's office to facilitate positive working relationships.
- Meet monthly with PTO presidents.
- Maximize communication through use of technology, including email and school messenger.

6. Maximize the use of school facilities.

Action Items

- Work with the School Building Committee in the construction of a new preschool.
- Work with a defined committee to complete an elementary school redistricting plan that utilizes the new preschool and relieves overcrowding to the extent possible.
- Work with staff to develop and implement a plan to conserve energy in our schools while maintaining a comfortable learning environment.