

FY22 Superintendent's Goals

DRAFT for Discussion

Student Learning

Organize and implement phase one of the district's diversity, equity and inclusion strategic objectives.

- Identify and onboard a DEI coach/trainer.
- Establish and implement a differentiated training plan for improving the district's cultural competency.
- Identify strategies to diversify workforce
 - DESE – Diversification of Workforce Working Group
- Establish a DEI task force to solicit and incorporate student, faculty and community input.
- Communicate and support established diversity, equity, and inclusion work.

Professional Practice

Cultivate positive and productive labor management relations.

- Engage in collaborative bargaining to negotiate a new three-year META contract.
 - In collaboration with SC Negotiation Subcommittee and Finance Subcommittee seek input from School Committee and town partners on concerns, constraints, and outcomes.
 - In collaboration with SC Negotiation Subcommittee and META Leadership:
 - Identify timeline and method for bargaining.
 - Organize and prioritize work to be completed and establish subgroups if needed.
 - Establish Timeline
 - Strive to have large financial components (salary/health care) completed prior to the completion of the FY23 budget season.
 - Estimated Date for completion 1.15.22
 - Finalize new/revised language
 - Complete Draft Contract to SC for approval March.
 - Approval and Ratification
 - General Member Ratification early April
 - Final SC vote May
- Hold monthly meetings with META co-presidents for communication and joint problem solving.
 - Reestablish monthly school based principal/ union rep meetings
- Begin process of establishing a Teaching Assistant Contract (if time allows timeline can be accelerated/ at this time target completion date Spring 23)

District Improvement

Ensure funding for a stable, multi-year budget and capital improvement plan through collaboration with town and community partners.

<ul style="list-style-type: none"> • Develop and pass a budget that maintains quality and forward progress maintaining efficient practices but shifting to greater advocacy for increased funding to the District. <ul style="list-style-type: none"> ○ Establish a multi-year plan to address growing reliance on reserve funding ○ Establish a target date for seeking an operational override • Redesign of annual budget document. (Carry Forward from FY21) • Through Collaborative meetings work to educate town boards on the current state of schooling and expanded social service responsibilities that we carry. <ul style="list-style-type: none"> ○ Meet with town boards to provide budget process workshops ○ Determine methods/mechanisms for creating a safety net for assessment shifts caused by the application of the regional agreement apportionment formula • Commission a needs assessment and establish timeline for key capital improvements including replacement of Essex Elementary School.
<p>Complete open projects.</p> <ul style="list-style-type: none"> • Complete strategic planning work and district improvement plan by mid-October • Bring Memorial Project to a close. • Bring Essex Playground Project to a close.
<p>COVID-19 Emergency Management</p>
<p>Manage the COVID-19 impact while minimizing disruption to learning and providing for the health and safety of students and faculty.</p> <ul style="list-style-type: none"> ➤ Implement a layered mitigation model that allows for the maintenance of full in-person learning. ➤ Maintain complementary remote and in-person instructional delivery contingency plans should conditions require a shift in delivery mode. ➤ Provide ongoing two-way communication with all stakeholders via social media, web meetings, and email to keep the community members informed of changing conditions and protocols.