

**GOAL & ACTION PLAN  
EPPING SCHOOL DISTRICT**

Name: Barbara Munsey - District Leadership Team School: District School Year: 2009-2010

Area(s) of Certification: 0001 Superintendent, 0038 Business Admin Year in Cycle: 1 2 3 SMART Goal #: 1

Staff Member: Please explain why you chose this goal and how it will impact student achievement. Please cite specific data that was used to inform the creation of this SMART goal. Please sign, date, and forward as noted on the form.

Team Members, Peers, and PD Supervisor: Signature indicates approval of the goal & action plan.

School Staff Development Coordinator: Signature indicates approval of the goal & action plan by School PD Committee. Please provide copy to Staff Member, PD Supervisor, and District Office.

1. This goal was carried over from the previous school year after reviewing the latest NECAP data for grades 3 to 8.
2. This goal was carried over from the previous school year after reviewing the previous year's NWEA data for grades 9 and 10. Grade 9 – 236 math, 230 reading, and 223 language as measured in Spring 2009. Grade 10 – 237 math, 227 reading, and 224 language as measured in Spring 2009.
3. Implementation of the Professional Development Master Plan will impact student learning through a PD organization consisting of a school leadership team, school data team, and school-wide professional learning teams all focused on student data and improvement.
4. Implementation of the Teacher Evaluation Plan will impact student learning through performance review and the development of improvement plans and evaluation rubrics in alignment with district curriculum, instruction, and assessment initiatives.
5. Implementation of the Communication Plan will impact student learning by keeping the focus on student learning initiatives, gains, and challenges.

District Goal:	<ol style="list-style-type: none"> <li>1. Each student will demonstrate proficiency on school, district, and state learning assessments in reading and mathematics, and effort as defined in the school and district work habit standards.</li> <li>2. Each staff member and School Board member will demonstrate collaboration and accountability as outlined in the district professional development master plan and district evaluation standards.</li> <li>3. Each school leader and School Board member will communicate school values, goals, and specific actions that will be taken and have been taken to meet the Epping School District Mission. Each staff member will communicate specific actions that will be taken and have been taken to enable students to demonstrate their highest potential.</li> </ol>
EES & EMS SMART Goal:	Implement new professional development, evaluation, and communication plans which focus our work on student learning that result in 85% reading proficiency and 77% mathematics proficiency in grades 3-8 as measured by NECAP in October 2010 (results in January 2011).

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EHS SMART Goal:	Implement new professional development, evaluation, and communication plans which focus our work on student learning that result in grade 9 median scores of 240 math, 233 reading, and 225 language and grade 10 median scores of 240 math, 229 reading, and 225 language as measured by NWEA in Spring 2010.
Team <input checked="" type="checkbox"/> X	
Individual <input type="checkbox"/>	

Steps/Strategies for Goal Completion	Evidence of Success	Timeline
Consistently implement the Professional Development Master Plan per the ESD Professional Development Guide.	<ol style="list-style-type: none"> <li>1. School accountability</li> <li>2. District CIA organization/PD plan</li> <li>3. Paraprofessional certification coordination</li> <li>4. School PD organization in place with the following functional team structure: <ul style="list-style-type: none"> <li>• School Leadership Team</li> <li>• School PD Team</li> <li>• School Data Team</li> <li>• Professional Learning Teams</li> </ul> </li> <li>5. Goal &amp; Action Plan and Professional Growth Review forms in practice</li> <li>6. Team PD <ul style="list-style-type: none"> <li>• <i>Schooling by Design</i> Reading</li> <li>• NEASCD conference</li> <li>• DuFour conference</li> </ul> </li> </ol>	<ol style="list-style-type: none"> <li>1. June 2010</li> <li>2. June 2010</li> <li>3. June 2010</li> <li>4. June 2010</li> <li>5. June 2010</li> <li>6. June 2010</li> </ol>
Consistently implement the Teacher Evaluation Plan per the ESD Teacher Evaluation Plan.	<ol style="list-style-type: none"> <li>1. Training on evaluation process</li> <li>2. Teacher evaluations</li> <li>3. Teacher improvement plans as needed</li> <li>4. Core teaching standards revised to include curriculum, instruction &amp; assessment criteria</li> </ol>	<ol style="list-style-type: none"> <li>1. December 2009</li> <li>2. Per plan timeline</li> <li>3. June 2010</li> <li>4. June 2011</li> </ol>

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Consistently provide communication via website and ETV per the ESD Communications Plan.	1. Website guidelines 2. Website fully loaded 3. ETV guidelines 4. Consistent ETV schedule 5. District reform model	1. November 2009 2. June 2010 3. November 2009 4. November 2009 5. June 2010
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Staff Member: \_\_\_\_\_ Date: \_\_\_\_\_

Team Member/Peer: \_\_\_\_\_ Date: \_\_\_\_\_

Team Member/Peer: \_\_\_\_\_ Date: \_\_\_\_\_

PD Supervisor: \_\_\_\_\_ Date: \_\_\_\_\_

School Staff Development Coordinator: \_\_\_\_\_ Date: \_\_\_\_\_