

ASD Administrative Team Goals 2024-2025

Making School Matter

It all started with one question:

"If we focused solely on enhancing the quality of education in Augusta schools over the next 12-24 months, what actions would we prioritize?"

Process:

We hired a 3rd party educational consultant to lead us through a process to help design the protocol used with Staff, Administration and the School Board. There was 360 degree feedback into the process so that we could be as inclusive as possible to allow for maximum educator voice. In late June, the Board met to process through and develop the following priorities. After the four priorities were crafted, then the Administrative team went to work to create actionable steps to "operationalize" the Board's priorities.

Making School Matter Priorities:

1. Wellness and Safety of Students and Staff

Prioritize the wellness and safety of all students and staff.

2. Allocation of Resources to Increase Student and Staff Learning and Performance

Maximize student learning and outcomes through the implementation of a system of supports, and support staff through professional development opportunities.

3. Community - Communication and Relationships

Build parent, stakeholder, and community engagement through clear and frequent communication, open and transparent processes, and deliberate opportunities for community involvement.

4. Comprehensive Educational Planning

Examine and rework district programs to better meet student and staff needs that are immediate and in coordination with the new school construction project.

ASD Administrative Team Goals 2024-2025:

Clear Goal (What)	Specific Objectives (What in Detail)	Action Steps (How)
A. Provide a culture of safety and wellness	Increase staff & student attendance.	Highlight "Making School Matter" letter to families, and check-in at mid-year (reinforced in each school).
		Monitor student attendance with the dropout committee.
		Work with AEA on the value of staff attendance.
		Incentivize staff attendance.
	Provide systems that support student and staff safety and wellness.	Review, overhaul and re-write the district's comprehensive emergency plan.
		Administration to be trained in updated MSSC training.
		Re-vitalize the wellness committee this year.
	Assess the climate/pulse of the district's school culture.	Survey pre/post (September and May) staff, students, families regarding their views of safety and wellness.

Clear Goal (What)	Specific Objectives (What in Detail)	Action Steps (How)
B. Develop a district-wide Multiple Tiered System of Supports (MTSS) both in philosophy and practice (including intentional professional development).	Create, Implement & Offer PD to support MTSS.	Develop a true <i>district-wide</i> Multiple Tiered System of Supports.
		Intentionally reinforce training on the “why” or philosophy of MTSS.
		Offer new learning on the practice of reviewing data (including Academic and Behavior).
		Train staff on innovative instruction and differentiation strategies to include academic and SEL techniques and interventions. (i.e. Regulated Classroom, Safety Care Training)
		Identify universal screeners and teach staff to use them.
		Identify and create new progress monitoring tools.
	Offer Intentional PD on Multi-Language Learning strategies.	Provide ESOL/ML training.
	Review data to revise curriculum.	Move ELA Curr. Review process up in the 5 year timeline.
		Provide Growth vs. Achievement training. (ie. Local/state difference on NWEA).
		Explore <i>Science of Reading</i> as a potential curriculum tool.
		Review <i>Fountas and Pinell</i> validity as a local research based assessment.
		Create a culture to observe each others’ craft.
C. Foster more community relationships within our schools	Explore opportunities for partnerships and collaborations.	Complete the Alternative Edu. proposal process.
		Continue partnerships with the community organizations (ie: Teen Center, KBH, Food Bank, Elks, Lit for ME, United Way, Capital Area New Mainers, etc.)
		Grow community connections this year.
		Produce more invitations in and outreach efforts to reach stakeholders.
		Intentionally set ways to collaborate with city officials.
	Increase communication with stakeholders.	Improve translations to better communicate.
		Continue with global calendar, touch-point invitations with city council, etc.
	Create our brand	Develop the look and functionality of the website.
		Continue Logo campaign.
	Broaden educational PK-Adult partnerships.	Continue with the new school project.
		Host Superintendent and City Manager Meetings.
	Participate in Impact 2032.	Participate more formally in Impact 2032.

Clear Goal (What)	Specific Objectives (What in Detail)	Action Steps (How)
D. Review district programs and make recommendations for improvements	Build a new school in Augusta	Use the new school project process to examine district programs. We will bring in multiple stakeholders to review data for comprehensive planning.
		Review enrollment reports.
		Intentionally review ideas to better utilize district programs to meet student needs equitably.
	Comprehensive educational planning	Conduct a Superintendent's listening tour.
		Continue to systematize the district by looking for ways to streamline what we do.
		Maintain monthly check-ins on our progress.
		Create an Administrative Instructional Rounds process for the A-Team (host A-team in different buildings across the district and visit each school).
		Review learning from the MTSS process and our overall programs to make recommendations.