

To: Salem School Committee  
 From: Margarita Ruiz  
 Date: November 27, 2018 **DRAFT**  
 Re: Evaluation Goals SY 2018 - 2019

It is my pleasure to present to you my draft goals for the 2018-2019 School Year. This year, my goals are aligned to the new statewide accountability system, the DESE District Review/District Improvement Indicators, the Superintendent’s Evaluation Rubric, and our 5-year Strategic Plan. In addition, I am excited to introduce a new practice commonly used by effective leaders to obtain feedback on my leadership, the culture and climate of the district, as well as our overall direction.

**Student Learning Goals**  
**Pillar 1 Create a Vibrant K-12 Learning Ecosystem**  
**Pillar 2 – Reimagine the High School Experience**

**Pillar 1 – Creating a Vibrant Teaching & Learning Ecosystem**

**1. Goals for All Students, Grades 3-8**

- a. Increase the Average Scaled Scores on the ELA and Math MCAS assessments by at least 3 points
- b. Increase the CPI for Science by at least 3 points
- c. Continue to increase the Mean SGP by 2 points each in ELA and Math

<b>Subject</b>	<b>2018 Score</b>	<b>2019 Goal</b>	<b>2018 Mean SGP</b>	<b>2019 SGP Goal</b>
ELA	494.6	497.6	52	54
Math	490.9	493.9	51.6	53.6
Science	64.1	67.1	n/a	n/a

**2. Goals for Subgroups, Grades 3-8**

- a. Increase the Average Scaled Scores on the ELA and Math MCAS assessments by at least 3 points
- b. Increase the CPI for Science by at least 3 points
- c. Continue to increase the Mean SGP by 2 points each in ELA and Math

<b>Subgroup</b>	<b>ELA</b>		<b>Math</b>		<b>Science</b>	
	<b>2018 Score</b>	<b>2019 Goal</b>	<b>2018 Score</b>	<b>2019 Goal</b>	<b>2018 Score</b>	<b>2019 Goal</b>
<b>EL and Former EL</b>	481.3	484.3	479.9	482.9	46.3	49.3

<b>SWD</b>	477.4	480.4	475.4	478.4	43	46
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**3. Goals for All Students, Grade 10**

- a. Increase CPI for ELA, Math, and Science by at least 3 points
- b. Continue to increase the Mean SGP by 2 points each in ELA and Math

<b>Subject</b>	<b>2018 Score</b>	<b>2019 Goal</b>	<b>2018 Mean SGP</b>	<b>2019 SGP Goal</b>
ELA	93.3	96.3	41.5	43.5
Math	76.6	79.6	33.4	35.4
Science	80	83	n/a	n/a

**4. Goals for Subgroups, Grade 10**

- a. Increase the Average Scaled Scores on the ELA and Math MCAS assessments by at least 3 points
- b. Increase the CPI for Science by at least 3 points
- c. Continue to increase the Mean SGP by 2 points each in ELA and Math

<b>Subgroup</b>	<b>ELA</b>		<b>Math</b>		<b>Science</b>	
	<b>2018 Score</b>	<b>2019 Goal</b>	<b>2018 Score</b>	<b>2019 Goal</b>	<b>2018 Score</b>	<b>2019 Goal</b>
<b>EL and Former EL</b>	86.5	89.5	60.2	63.2	60.1	63.1
<b>SWD</b>	86.8	89.8	55.5	58.5	72.4	75.4

**Professional Practice Goal**  
**Pillar 3 – Nurture Staff Leadership and Empowerment**

This year, for my Professional Practice Goal, I will create and engage in a process to gather feedback from staff throughout the district regarding the direction of the district, strengths and areas of growth relative to my leadership, and issues pertaining to the district’s culture and climate. At this point in my tenure, the opportunity to assess and gather valuable feedback from a variety of staff members will provide key information to affirm what is working and insights into the challenges we face as well as potential strategies to overcome them.

**District Improvement Goal**  
**Infrastructure and Conditions for Success**  
**Pillar 4 – Strengthen Family and Community Engagement**

This year, I will continue to implement the district’s strategic plan and plan to address any priority findings or concerns that may be identified through the DESE District Review Process.

**Chronic Absenteeism - Students**

In addition, since the concerns of chronic absenteeism and the district’s inability to earn any points on the new accountability system for this measure in 2018, applies to all schools, addressing this challenge will be a priority focus for the coming year. Specifically, the goals for reducing chronic absenteeism for all students in the district are as follows.

	<b>2018 Rate</b>	<b>2019 Goal</b>
<b>Non-High School</b>	17.9%	15.9%
<b>High School</b>	36.7%	34.7%