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TO: Dover School Board
FR: Dr. Elaine Arbour, Superintendent of Schools
RE: 201602917 Professional Goals
DATE: September 30, 2016

Please see below for the goals I am proposing after working with School Board members Keith Holt, Michelle Muffett-Lipinski and Carolyn Mebert.

Goal 1:

Dr. Arbour will work to develop a district wide data team that will regularly meet to review and present data visualizations and reports, both at school board meetings and regular staff meetings. These reports should provide meaningful and actionable data regarding:

- The status and improvement of student learning, including student subgroup achievement;
- The status and improvement of culture and climate (through the implementation of a climate and culture survey); and
- The status and improvement of district operations.

This team will be in place by October 30, 2016 and will begin presenting data to the board by December 2016.

Goal 2:

Dr. Arbour will continue to evaluate and refine the processes used throughout the district to determine evidence of improvement based on the implementation of the supervision and evaluation models for teachers and administrators. These data will be used to inform areas where professional development and supports are needed for supervisors and teachers. A detailed schedule of reviews will be established by October 30, 2016 and shared with all district staff by November 15, 2016.