

Goals

- Staff Development Commission
Professional Development Goals

- District Goals and Objectives

- Schoolhouse Goals
Building Goals
School Improvement Council Goals

Andover Public Schools
Andover, Massachusetts

Professional Development Goals implement
2004-2009

Overarching Goal: Develop and implement a coherent professional development program based on identified teaching and learning needs in order to strengthen the link between professional development and enhanced student achievement.

1. Provide programs to ensure teachers current and expanded learning to build content knowledge in the subjects taught.
 - a. Develop currency in the curriculum
2. Design, implement, and support differentiated instruction in the classroom.
 - a. Learn and implement expanded instructional strategies to address diverse learners
3. Provide training focused on diversity and multi-cultural initiatives.
 - a. Extend the knowledge base on diversity and the inclusive classroom
4. Create a comprehensive plan for ongoing training that ensures the integration of technology as a learning tool into curriculum and instruction.
 - a. Integrate technology into teaching and learning in the classroom
5. Promote the induction and mentoring and ongoing learning of all professionals
 - a. Develop skills and knowledge base in becoming a professional learning community
6. Continue to align district curricula with state curriculum frameworks and national standards
 - a. Develop curriculum aligned with curriculum frameworks

**2004-2005 ANDOVER PUBLIC SCHOOLS
GOALS AND OBJECTIVES**

Core Mission:

We will create an exemplary school community that maximizes the opportunity for every student to reach his/her full potential.

1. GOAL: Student Achievement

We will maintain programs and practices that ensure that all students meet clearly defined high standards that result in on-going improved performance, and where needed, we will design, develop, implement, and evaluate new programs and practices.

A. Target Objective: To continue to roll out <u>Excellence by Design</u>
B. Target Objective: To address needs of our diverse student body
C. Target Objective: To meet and go beyond State AYP targets
D. Target Objective: To ensure the health, safety and security of all children
HIGH SCHOOL LEVEL
A. Target Objective: To study how our district compares to other similar districts on all standardized tests, present results of study, and develop/implement plan to address results of study
B. Target Objective: To develop and present a plan that ensures we will equip our students to be competitive in the college admissions process
C. Target Objective: To study space needs and make recommendations based on the results of the study
MIDDLE SCHOOL LEVEL
A. Target Objective: To continue implementation of standards based math program and monitor results
B. Target Objective: To continue to build instructional capacity in differentiating instruction
C. To emphasize the importance of maintaining the team pupil/teacher ratios and class sizes, particularly for the core academic subjects
ELEMENTARY SCHOOL LEVEL
A. Target Objective: To maintain class size at or below the mid-point of the School Committee Policy
B. Target Objective:

To study space needs and prepare a plan and make recommendations based on the results of the study

- C. Target Objective:
To ensure adequate staffing to maintain Excellence by Design
- D. Target Objective:
To continue to build out the Balanced Literacy Program to improve early literacy skills of all students
- E. Target Objective:
To develop, develop, and refine implementation of technology/engineering standards

2. GOAL: Educator Quality

We will attract and retain well-trained highly motivated teachers and administrators who are committed to enhancing student achievement and to lifelong professional development.

- A. Target Objective:
To continue exploration of Building Learning Communities
- B. Target Objective:
To explore ways to address the increasing teacher and administrator shortages
- C. Target Objective:
To encourage TERC evaluation because it builds capacity for whole school improvement

3. GOAL: Finances/Budget

We will engage in an inclusive budget process that is driven by student achievement while maximizing the efficient use of taxpayers' dollars.

- A. Target Objective:
To engage in a budget process that encourages input from all segments of the community
- B. Target Objective:
To continue to explore efficiencies
- C. Target Objective:
To continue to explore revenue enhancement possibilities

4. GOAL: Communications

We will create a dynamic and comprehensive communications plan, which ensures collaboration and partnership between the Andover Public Schools and the Andover community.

- A. Target Objective:
To link all actions to District Goals and Objectives
- B. Target Objective:
To engage in conversation with the Vision 21 Committee

Information for Recertification Cycle (current IPDP's)

**For Teachers and Administrators Holding
Professional Licenses**

Information for Teachers and Administrators on a 5 year cycle other than the 2004-2009 Cycle

Steps in the Process of Recertification

Step 1

- **Check your license to ensure it reads professional license**
- **Check to see the expiration year**

Step 2

- **Review your requirements for professional development points (PDP's)**

Step 3

- **Record professional goals on your plan – 80% aligned with school/district goals**

Step 4

- **Secure approval signature of your supervisor at Intervals specified on approval page**

Step 5

- **Record PDP's and maintain certificates and evidence of professional development**

Step 5

- **Submit application for recertification when due electronically on DOE (www.doe.mass.edu) site or mail in forms**

Understanding the Different Types of Educator Licenses

Massachusetts offers four types of educator licenses. Based upon your training you can be employed by a school as either a Provisional, Initial or Temporary licensed educator. Provisional licenses are only valid for teaching roles. Once you have been teaching in Massachusetts for three years and after you have completed additional requirements you are eligible to move up to the Professional license. The descriptions below do not apply to all the licenses and all situations, but describe the most common scenarios.

Provisional License - valid for 3 years of employment

- You must have a bachelor's degree
- You must have completed Massachusetts Tests for Educator Licensure
- Some licenses require additional coursework

Initial License - valid for 5 years of employment
There are **three avenues to receive an Initial license:**

1. You can receive a Provisional license and be employed by a school district. You can be employed as a teacher of record or as an apprentice. In either case the district must have an approved program that will train you within 5 years to be eligible for an initial license.
2. Individuals who have completed an approved college education program and individuals teaching in other states may be eligible to go directly to an Initial license.
3. Individuals who received a temporary license can be employed by a school district for 1 year. During that year they must complete the teacher test(s) and may then be eligible for an Initial license.

Temporary License - valid for 1 year of employment

- You must have taught in another state for 3 years under a valid license
- You can not have failed the Massachusetts Tests for Educator Licensure

Professional License - renewed every 5 years
To move from an **Initial License to a Professional license:**

- You must have completed a 1 year mentor induction program
- You must have worked for 3 years under the initial license
- You must have completed either a master's degree or Performance Assessment Program
- Note: there are additional options and requirements for administrative and support licenses

Please note:

There are a variety of Massachusetts approved programs that train you to receive an initial license. Programs include higher education degree programs as well as school district programs that are coupled with teaching positions. As you continue through these help pages you will find more details about these programs.

For more information, visit <http://www.doe.mass.edu/>