

Joint SC/Superintendent Goals

Approved: September 26, 2022

Goal 1 Title: Future Space Needs Consideration

Core Value Link: 1. We appreciate that the Harvard community provides the necessary resources to best serve our students, and we hold ourselves responsible for the appropriate use of those resources. 2. We believe the educational environment should foster joy, courage, and curiosity.

Outcome for 2023:

- The future space needs of the district have been analyzed and a plan has been developed if an expansion of space has been sufficiently determined.

Measure for 2023:

1. By October 1, 2022, form a sub-committee to complete the work needed to realize this goal.
2. By January 31, 2023, review the enrollment data and future projections.
3. By January 31, 2023, research housing project plans for Harvard and Devens.
4. By March 31, 2023, a list of possible expansion options (both short term and long term) has been developed if needed.
5. By June 30, 2023, write a report of findings that include a plan for future development of the district.

Conditions:

- Work with the other members of town boards.
- Access to data. Enrollment projections, use of current space, best practices for educational spaces, inventory, building plans and legislative impact, (TBS study)

Interfaces:

- Administration
 - School Committee
 - Housing Authority
 - Leaders in Devens
 - Select Board members
 - Town Administrator
 - Town Planner
 - Other Boards and Committees
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Goal 2 Title: Fields Improvements

Core Value Link: We believe in supporting each person's physical, emotional, and social well-being to help build resilient, connected individuals.

Outcomes for 2023:

We have established a set of procedures within the district to inventory and monitor the athletic assets used by our student athletes, to assess their quality, determine when there is a need for repair, upgrade or replacement, prioritize and oversee the successful implementation of repairs/upgrades/replacements, and ensure the district is operating within Title IX regulations. These procedures are linked to district budgeting and capital planning efforts, and will be done collaboratively with other boards as needed.

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Measure for 2023:

1. By November 15, 2022 employ the firm for the Title IX review and begin that work.

2. By November 30, 2022 consolidate data on school athletic facility needs with future participation projections included
3. By November 30, 2022, present future Capital requests to CPIC.
4. By November 30, 2022 purchase equipment for the softball fields.
5. By February 1, 2023 the MOU regarding athletic facilities and equipment between the school, Park and Rec, and the DPW will be reviewed by the School Committee and signed by the superintendent.
6. By February 1, 2023 an inventory of MIAA-related athletic fields and sports equipment with general conditions noted will be completed and shared with the full committee and key stakeholders
7. By March 15, 2023 complete field work on Ryan field and Ann Lees field.
8. By June 30, 2023 share findings of the Title IX review and a plan to address findings.

Conditions:

- Coordination of DPW, Select Board members, Town Administrator, and Parks and Rec Commissioners
- Ability to identify and hire outside contractors

Interfaces:

- Members of town boards, employees, and commissioners
 - Athletic Director
 - Coaches/HYBSA
 - Athletes/Families
 - Contractors
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Goal 3 Title: Negotiate a Three Year Contract

Core Values Link: 1. We appreciate that the Harvard community provides the necessary resources to best serve our students, and we hold ourselves responsible for the appropriate use of those resources.
2. We strive to develop positive relationships through respect, trust, and active listening.

Outcome for 2023:

- A three year contract between the Harvard Teachers Association and the School Committee will be ratified supports student achievement and fits within the known constraints of the budget

Measure for 2023:

1. By June 1, 2023 a contract has been fully ratified.

Conditions:

- Access to data

Interfaces:

- School Committee
- Administration
- Harvard Teachers Union Members
- Select Board representative
- Counsel