2022-2023 Quesnel Goals

SELF-ASSESSMENT FRAME: In accordance with the Superintendent's Evaluation Procedures and Plan, this Self-Assessment frame is designed to provide the Superintendent with an opportunity to present to the East Hartford Board of Education on the progress made towards the original goals set for the annual process. For more detail, please consult the Strategic District Plan/Accountability Process.

EVALUATION KEY: The following key provides a description of the headers/components of the Superintendent's evaluation. Please use this for reference only.

- ASSESSMENT CATEGORIES: The Assessment Categories and descriptions are the required components of the Superintendent's evaluation. The bulleted descriptions below each category signify examples of work the Superintendent may do in relation to each category.

- ACTION STEPS: Action Steps provide a detailed listing of the work the Superintendent will accomplish within an Assessment Category. Action Steps focus on a limited number of high priority work areas often reflected in the District Improvement Plan. This process demonstrates alignment to Board Goals and District Improvement Plans.

- PROGRESS/RESULTS/REFLECTIONS: Progress/Results/Reflections signify the work that the Superintendent has completed in relation to the Assessment Category. Please note that for the sake of this document, this list has been annotated and is not comprehensive of all district work. For further detail, please contact the Superintendent.

- ASSOCIATED DOCUMENTS: As a part of this evaluation, several key documents have been provided as evidentiary pieces that provide the rich detail and associated metrics of work that has been completed. In addition, significant documentation has been posted at www.easthartford.org aligned to the Performance and Accountability Department. Please let me know if you need further documentation.

2022-2023 Quesnel Goals

ASSESSMENT CATEGORIES:

A. EDUCATIONAL PROGRAMS

- Demonstrates overall educational leadership for the East Hartford Public Schools while creating and reinforcing high expectations across the District.
- Raises the level of student achievement throughout the District and establishes a district improvement plan to address disparities in student achievement and other issues facing the District.
- Implements strategies and monitors progress toward meeting the Board's adopted educational and instructional goals and objectives.
- Promotes a positive school culture by providing an effective instructional program and designing a comprehensive professional development plan for staff.
- Ensures the implementation and administration of sound staff professional development and evaluation plans.
- Uses best practices related to learning, teaching, student development, organizational development, and data management to optimize learning for all.
- Understands and keeps informed regarding all aspects of curriculum and instructional programs.

ACTION STEPS	PROGRESS/RESULTS/REFLECTIONS
Project: Implement Common Instructional Practices Aligned with the Science of Reading, PreK- Grade 5, for Literacy Success and Achievement Priority Alignment: Accelerate Academic Achievement for Every Child Project Description: EHPS will focus on aligning all literacy instructional practices to the Science of Reading (SoR) in PreK-Grade 5 to ensure that all readers are skilled, fluent, and strategic as readers and writers. This efficacy of literacy skills makes success in all content areas possible. Aligning instruction, intervention, and meaningful practice based on priority literacy skills and a framework for acquisition of reading skills is central to the work of building the whole reader. Through comprehensive Language Essentials for Teachers of Reading and Spelling (LETRS) professional learning, we will increase the ability for educators to follow science-aligned reading practices, as well as targeted data analysis and planning to improve student outcomes in literacy. LETRS training and systems will allow instructional coaches and acceleration specialists to directly impact student and teacher learning with effective reading instruction aligned with the SoR.	EHPS Pride in 5 District Improvement Plan BOE Report March 13, 2023
Project: Provide Access and Opportunity for Career-based Experiences Priority Alignment: Expand Opportunities for Success Project Description: EHPS will build upon its initial work it started with ReadyCT in the spring of 2022 to provide work-based learning experiences to students aligned with career instruction focused on the following industry sectors: manufacturing, nursing and health occupations, and public safety. This program will raise the profile of career-connected learning within EHHS and Synergy, attract new students to career-themed learning, re-engage those who are disengaged, and increase readiness of both students and employers with regard to WBL experiences and internship placement. The targeted goal for this program is to engage and place between 50-75 students annually from EHHS and Synergy in consultation with ReadyCT and its affiliate, CBIA. Students will also be given the opportunity to earn industry-recognized credentials.	EHPS Pride in 5 District Improvement Plan BOE Report October 17, 2022
Project: Implement UDL Year 2- Teacher Focus Group Priority Alignment: Diversify and Grow Our Talented Workforce	EHPS Pride in 5 District Improvement Plan

Project Description: As a next step in a dedicated pathway to culturally responsive, student centered teaching and learning for students, EHPS has identified 40 teachers to participate as a part of a focus group to receive intensive professional learning, pilot foundational UDL instructional principles, and evaluate the impact of new learning while sharing best practices with content or grade level teams. Focus group participants will be required to read Equity by Design, attend in-person learning meetings, complete written reflections, pilot UDL-designed lessons, and participate in quarterly classroom visits by the district walk-through team.	BOE Report November 14, 2022

B. PROFESSIONAL LEADERSHIP AND PERSONAL QUALITIES

- Develops and implements a strategic plan that understands the needs of the District as well as emerging educational and societal trends.
- Recognizes and acts upon the need for leadership at all levels of the District and empowers others.
- Delegates responsibility, authority and accountability to staff members as appropriate.
- Evaluates performance of staff members, giving commendation for good work as well as constructive suggestions for improvement.
- Maintains visibility throughout the District while possessing strong interpersonal skills in working with others.
- Maintains high standards of ethics, honesty, and integrity in all personal and professional matters.
- Communicates in writing and verbally in a clear, concise, logical and forthright manner.
- Maintains professional development by reading, course work, conference attendance, working on professional committees, visiting other districts, participation in local, regional and national organizations, and meeting with other superintendents

ACTION STEPS-	PROGRESS/RESULTS/REFLECTIONS

• Develop and implement Pi523 District Improvement Plan (DIP)
• Develop and improve leadership abilities throughout district including cabinet team
• Maintain visibility in district and throughout community
• Continue to communicate to BoE and district stakeholders through both presentations and writing
• Participate in multiple professional development opportunities in alignment with personal skill and leadership development
  ○ Hartford Area Superintendent's Association (HASA) President
  ○ AASA Radical Family Engagement Cohort Co-Facilitator
  ○ Connecticut Association of Public Schools (CAPSS) Alliance District Committee Co-Chair
  ○ Connecticut Association of Urban Superintendents Co-Chair
  ○ RISE Network Board Member
	EHPS Pi523 District Improvement Plan
	Bi-Weekly Updates
	BOE Report August 29, 2022, February 6, 2023, June 5, 2023

C. BOARD-SUPERINTENDENT RELATIONS

- Assists Board in the formation and achievement of goals and objectives.
- Provides professional advice and keeps the Board informed and updated on educational issues, needs, and operations of the school system by providing appropriate recommendations and supporting data.
- Maintains a cooperative working relationship with the Board through open, honest, and effective communication.
- Attends meetings of the Board and actively participates in Board deliberations.
- Interprets and executes the intent of Board policy, while also preparing, maintaining and recommending updates to policies as appropriate.

- Remains impartial and balanced in communication with Board members.
- Supports the decision of the Board as long as he/she remains in its employ.

ACTION STEPS	PROGRESS/RESULTS/REFLECTIONS

• Implement BOE/Superintendent Goal Setting Process
  ○ Development and Implementation of Annual District Improvement Plan/BOE Goals aligned to Pride in 5
  ○ Informational Reports/Develop annual calendar of reports on district work
• Actively invite and encourage BOE participation and inclusion in district events
• Continue practice of frequent informal reports sent to the Board
• Implement the decisions of the Board with fidelity
	BOE Informational Report
	BOE Calendar of Events

D. COMMUNITY RELATIONSHIPS

- Garners respect and support of the community on the conduct of the school operations.
- Responds to communications from staff and community, as appropriate, and ensures the adherence and appropriate response through the chain of command and keeps Board members informed, as appropriate, in a timely manner.
- Develops cooperative relationships with news media to enhance positive media coverage of District work.
- Provides the community with timely and pertinent information regarding the District through newspaper articles/columns.
- Serves as a key member of the leadership team and works effectively with local, state, and federal levels of government.
- Participates actively in community life and affairs as they pertain to the school system.
- Develops and maintains a cooperative working relationship with the community and its agencies, both public and private.

ACTION STEPS	PROGRESS/RESULTS/REFLECTIONS
Project: Launch, Integrate and Implement New District and Families Communication Platform Priority Alignment: Weave Webs of Caring and Empowering Supports Project Description: Through the use of new communication platform ParentSquare, EHPS will combine multiple streams of communication into one secure, easy-to-use, and fully translatable interface for families. District users will send mass notifications to families in varied formats including email, text, voice, and the ParentSquare app/online portal, in addition to sharing newsletters, conference information, personalized auto-notices, event RSVPs, and permission slips. Families will also have the ability to message directly with a teacher or other staff member. We will train users throughout the district on the full strength and scale of this platform in order to cease use of numerous other platforms currently being utilized. We will also educate families on where and how to use this platform to find relevant information for their children and engage more with their schools.	BOE Report December 12, 2022
Develop and publish annual legislative agenda	BOE Report January 9, 2023
Grow and refine Hire and Implement District Communications Office/Public Relations efforts	EHPS District Website

	EHPS Social Media (Twitter/Instagram)

E. BUSINESS MATTERS

- Develops and advocates for an annual budget that is fiscally sound with broad participation based on established Board policy, goals, and priorities.
- Provides the Board with budget information in a timely manner to facilitate informed review and discussion.
- Implements the Board's budget while keeping informed regarding all aspects of the financial status of the District.
- Determines that funds are spent wisely and ensures adequate controls and accounting methods are maintained.
- Evaluates financial needs and makes recommendations for financing.

ACTION STEP	PROGRESS/RESULTS/REFLECTIONS
District Resources • Manage the FY23 Budget with focus on long term strategy ○ Work closely with Town Finance Office to address Insurance Reserves/OPEB contributions • Develop the FY24 budget process with BOE and Town leadership with focus on collaboration, advocacy and effective communication	BOE Budget Development/Workshop Process December 12, 2023,
Project: Manage Construction Phase of Major Projects Priority Alignment: Transform Structures and Systems Project Description: The massive amount of planning conducted in FY22 to develop bid-ready projects will transition to the execution phase in FY23. The largest CapEx spend in recent years will take place, with over $30M of projects entering the construction phase during the year. Several external challenges have been evolving, including supply chain difficulties, labor shortages, and inflation, combined with the normal internal challenges of scheduling and minimizing customer impact to meet the always-present goal of value maximization.	Facility Report Capital Improvement Plan (CIP) BOE Report October 17, 2022, January 9, 2023

Respectfully Submitted,

8/29/22

Nathan D. Quesnel
Superintendent of Schools
East Hartford Public Schools

Date