

SIP GOAL	SIP Initiative	Proposed Evaluation Goals
<b>Professional Practice</b>		
		By June 30, 2017, Dr. Chang will participate in a minimum of three professional learning opportunities to develop his own leadership and the leadership of his team. Examples may include professional conferences, Aspen Urban Superintendents events, Chiefs for Change events, consultancies with other superintendents, visits to other school districts, or Council of Great City Schools meetings.
<b>Student Learning</b>		
1.1	Provide quality curriculum and instructional guidance, assessments and resources to support instruction that develops literacy, language, and knowledge acquisition across contents and that will be grounded in multi-tiered systems of support, utilizing culturally and linguistically sustaining practices and promoting social-emotional and physical	By June 30, 2017, Dr. Chang and his leadership team will release tools to support instructional leadership teams in engaging in deeper analysis of and response to student work, including performance tasks, at high levels of rigor for all learners (English Learners, students with disabilities, and students of color).
1.6	Pilot, and then expand, the 4th through 6th grade initiative "Excellence for All."	By June 30, 2017, Dr. Chang and his leadership team will provide tools, resources and trainings for teachers, mentors and support staff involved in the pilot so that they can better address the needs of students of color, which includes ELs and with SWDs.
2.2	Strengthen adult learning in BPS by ensuring that all teachers, school leaders and instructional leadership teams can access and create differentiated, high-quality professional development in order to effectively implement BPS's instructional vision.	By June 30, 2017, Dr. Chang and his leadership team will develop and provide professional learning for school leaders in building leadership capacity among staff and implementing distributive leadership models to support effective professional learning and career development.
<b>District Improvement</b>		
3.1	Implement effective models for engagement, communication and connection with students and families.	By June 30, 2017, Dr. Chang and his leadership team will create, adopt and pilot a public engagement structure with mechanisms to effectively communicate with families whose first language is not English.
4.7	Design and launch Build BPS, a 10-year Educational and Facilities Master Plan.	By June 30, 2017, Dr. Chang and his leadership team will work with City Hall to complete the full BuildBPS report.
5.1	Build and implement a long-term sustainable financial plan.	By June 30, 2017, Dr. Chang and his leadership team will release the initial Long-term Financial Planning (LTFP) Report, "Investing in Student Success."