

District Goals
BOE Goals
Superintendent Goals
Building Goals

Adopted 8-12-19

VISION, LEADERSHIP & ACCOUNTABILITY
The District commits to a vision of high student achievement and effective instruction, specifies clear goals to realize that vision, demands accountability for results, and supports continuous improvement of the district.
<p>Open opportunities to all students and encourage the highest level of academic achievement.</p> <p>The Board will continue to monitor and evaluate the three-year plan for academic improvement district wide and the measurable benchmarks at each stage.</p> <p>Continue to gather recruitment and retention data of staff in order to take appropriate action to raise retention rates and hire quality candidates.</p> <p>Continue to analyze end of year data to improve graduation rates in a timely manner.</p> <p>Ensure that the appropriate systems are in place to promote accountability for all stakeholders.</p>
<p>Continue exit interviews with all departing staff members</p> <p>Continue to work with administration to monitor and implement a three-year plan for measurable academic improvement.</p> <p>Establish monitoring and accountability measures for students, staff and parents. Specifically targeting the areas of attendance, professional development and budgeting</p>

Work with building administrators to provide the BOE usable data, in a timely manner to measure progress in academics, discipline and graduation rates

Work with public relations resources to promote the district and the community to prospective employees.

<u>SPED</u>	<u>Technology</u>	<u>Jr/Sr</u>	<u>GES</u>	<u>MJT</u>
Review all MTSS data as part of a Special Education referral process to assure all appropriate remediation occurred prior to a referral to the CSE	Support the academic improvement goals for the district through continued implementation, evaluation, and revision of the district technology plan.	Collaborate with other principals to formalize a long range curriculum development plan and process.	Implementation of Tier II MTSS Building Level Teams at Granville Elementary that review academic, behavioral and social emotional data to establish tiered interventions for students. Analyze data collected to establish trends and develop building wide incentives focused on student needs.	Implementation of Tier II MTSS Building Level Teams that review academic, behavioral and social emotional data to establish tiered interventions for students. Continuation of tracking students via MTSS data platform.
Continue to work with building leaders to support the application of support services such as MTSS, learning labs, counseling services to promote proactive		Maintain (or increase) any overall passing rates of 85% or more on the Regents (Earth Science, US History, Living Environment, Algebra 1)	Monitor and evaluate departmentalized grade level teams to ensure grade level expertise in content areas to increase student achievement.	Initiate a newly created Intervention Block for grade 3 Mathematics involving all grade level staff (General Ed, Special Ed and TA) to monitor student achievement on specific skill deficits.

strategies prior to a CSE referral				
Identify exemplars of for explicit specialized instruction within the department.		Improve Regents results in the following areas: Algebra 2, Geometry, Physics and Chemistry.	Investigate and pilot a reading and writing workshop model for ELA to create consistency in skill development across all K-6.	Investigate and pilot a reading and writing workshop model for ELA to create consistency in skill development across all K-6.
Monitor class size of Integrated co teaching classes and self contained classes to assure all services are in compliance with NY State regulations.		Decrease overall course failures (by each grade) from progress report to the end of each marking period. This will serve as our baseline year.	Create and develop common academic vocabulary 4-6 in Math and ELA	Create and develop K-2 common trimester Assessments to monitor and evaluate student learning.
Analyze data and research resources needed to bring students out of district placements back to district, anticipated in 2020/21 school year		Reduce the overall number of students with chronic attendance issues in year to year comparison. This will serve as our baseline year.	Monitor and develop methods to improve student attendance in conjunction with elementary guidance counselor , school nurse, and social worker.	Monitor and develop methods to improve student attendance in conjunction with elementary guidance counselor, school nurse and social worker.
		Regularly review Class of 2020 student list for progress and concerns.	Continue to highlight and celebrate building events, student achievement and	Begin to introduce the practice of mindfulness to faculty, staff and students

		Make timely adjustments where needed. Begin with Class of 2021 list in Jan. 2020.	staff dedication on Twitter.	by creating awareness at the building level.
			Implementation of mindful practices to increase student awareness and teach self regulatory skills.	Decrease building referrals and collaborating with transportation to improve student behavior via PBIS.

BOARD GOVERNANCE & POLICY

The District works effectively as a team and collaborates with the superintendent, exhibits a shared understanding of board and superintendent roles, maintains a set of board operating procedures, and leads/governs the district through policy.

Continue to review district policy and procedures to make sure all manuals remain up to date.

The BOE will hold two social events to foster BOE collaboration and congeniality.

BOE members will make appointments with Superintendent office to conduct school board business. Board members will use the Superintendent as a mechanism to gather information to assist in conducting board business.

The BOE will hold a retreat in conjunction with the Superintendent for the purpose of BOE professional development.

Work with administrators and Erie 1 BOCES to complete the Administrative manual

Create an online version of the manual that is linked to the district website

Ensure all policies and regulations documents remain current and proper notification is provided to community Stakeholders of any changes.

Assist the BOE in creating, scheduling and executing a successful professional development retreat.

<u>SPED</u>	<u>Technology</u>	<u>Jr/Sr</u>	<u>GES</u>	<u>MJT</u>
Work with the Superintendent and administrative team to update regulations manual.	Work with the Superintendent and administrative team to update regulations manual.	Work with Superintendent and admin team to update regulations manual.	Work with the Superintendent and administrative team to update regulations manual.	Work with Superintendent and administrative team to update regulations manual.
		Maintain a Google classroom for Jr/ Sr High School to communicate information regarding policies, procedures, etc. One will be maintained for staff. A second will be maintained for students.	Create and share a folder with all GES faculty and staff of policies and procedures for implementation to ensure that guidelines are followed.	
		Will share ongoing data		

		with the building for the Jr Sr High goals to make the work “big and noisy”.		
--	--	--	--	--

COMMUNICATION & COMMUNITY RELATIONS

The District effectively communicates with the superintendent and the local community, represents community interests and values, and ensures district information and decisions are communicated to the community.

Investigate methods to increase stakeholder participation and involvement in school sponsored events.

The board will facilitate a community education opportunities in relation to a social topic. For 2019-2020 the topic will be the need for personal accountability to support success.

The board would like to continue to monitor steps to improve attendance at the Fall Open House.

The board and Superintendent will facilitate communication with both state and federal legislatures to bring attention to district needs.

The district will retool the school website to provide an up to date and user friendly browsing experience.

The board will investigate live streaming board meetings to increase community involvement and transparency.

Establish community event to address for 2019-2020 related to personal accountability.

Work with administration to identify and implement new and progressive methods to improve community participation in school events. A minimum of six clearly identifiable methods should be utilized.

Take an active role in bringing BOE concerns to state and federal legislatures for consideration.

Complete website roll over to school messenger, working with building administrators and staff to provide training and ensure the new site is both functional and current.

Work with administrators to provide a method of advertising and broadcasting BOE meetings beginning in September

<u>SPED</u>	<u>Technology</u>	<u>Jr/Sr</u>	<u>GES</u>	<u>MJT</u>
Work with building principals and attend all open houses to be visible and available with resources for these events.	Provide support to BOE as they investigate live streaming board meetings	Create 1 community wide event in coordination with other buildings.	Continue with Wellness and Internet Safety nights.	Increase Parent University participation from the previous year. Create exit tickets of topic of interest.
Share with community via web site information regarding the Center for Autism and Related Disabilities School Consultation project the District was selected to participate in.	Continue to provide technology recommendations and support when needed for the open house of each building.	Utilize and share a chain of command approach when dealing with issues/concerns that arise during the school year.	Host parent information night about changes in Next Generation Standards, NYS testing and mindful practices.	Collaborate with the PTO to have an ice cream social for all MJT students and families in the summer.
Increase participation in	Working with building principals offer	Host a community dinner before Fall Open House	Create one community-wide event in	Create one community-wide event in coordination with

Special Education Surveys by researching a variety of methods for obtaining information.	workshop opportunities that discuss the impact of technology on students their families.	in an effort to increase participation.	coordination with other buildings.	other buildings.
Assist Athletic Director in developing the unified basketball program.	Support fellow administrators when it comes to using technology to improve community participation in school events	Publish an electronic newsletter at least once a marking period to celebrate work within the building.	Continuous improvement to the Weekly Memo, ensuring that staff recognition is shared. Develop a quarterly newsletter to highlight student and faculty work.	Continue to update and advance MJT Weekly for parent/guardians and the information that it contains.
			Host a community dinner before the Fall Open House in an effort to increase participation.	Host a community dinner before Fall Open House in an effort to increase participation.

FISCAL RESOURCES, STAFF RECRUITMENT & ENVIRONMENT

The District oversees the fiscal conditions of the district, aligns resources to meet district goals, ensures appropriate policies for staff recruitment and retention, supports district wide learning and promotes conditions for health and safety.

Continue to work with stakeholders to bring approved building project toward completion.

Evaluate technology infrastructure. Ensure we are incorporating technology for student success - 21st century learning in preparation for future building project.

Publicly recognize teachers and support staff for outstanding achievement in teaching and service.

Work with BOE, and architect and focus groups to bring approved capital project to completion.

Work with the CTO to ensure effective and sustained 1:1 roll out and SSBA procurement continues through our proposed three-year cycle.

Work with administration to identify a system, beginning in October to recognize one staff member and one student per building (minimum) at BOE meetings.

<u>SPED</u>	<u>Technology</u>	<u>Jr/Sr</u>	<u>GES</u>	<u>MJT</u>
Work with admin. team to create a “shout out” program for staff and students.	Work directly with the Instructional Technologist to ensure a positive rollout of the 1:1 initiative at GHS.	Work with admin team to create a “shout out” program for staff and students.	Work with admin team to create a “shout out” program for staff and students.	Work with admin team to create a “shout out” program for staff and students.
Establish a Twitter account for Sped in order to promote public recognition of the	Continue to work with the Instructional Technologist to make sure the teachers have all of the tools	Audit all clubs in the high school. Move to electronic recordkeeping and review.	Use of social media to introduce new staff and highlight existing staff.	Recognize new MJT staff publically and through social media.

accomplishments of staff and students.	necessary for effective teaching in a 1:1 environment throughout the district.			
Support the Technology Director with one to one roll out of technology devices.	Working with the Business Manager responsibly spend SSBA funds that have been awarded to the district following state purchasing guidelines.	Support Technology Director with 1:1 roll out.	Identify 1 staff and 1 student per month for BOE recognition.	Identify 1 staff and 1 student per month for BOE recognition.
	Enhance the educational environment throughout the district by continuing to procure hardware and software using SSBA and E-Rate funding that will improve the long term technology infrastructure of the school.	Identify 1 staff and 1 student per month for BOE recognition.		
	Based on the 1:1 rollout in GHS, work with the Superintendent and Business Manager to assess and adjust spending to sustain the 1:1 initiative over the next			

	three to five years.			
--	----------------------	--	--	--

ETHICAL LEADERSHIP

The district will promote a safe school environment emphasizing self and mutual respect.

Review policy, procedures, and facilities to ensure a supportive learning environment for students, faculty, and staff.

Board members will attend opportunities for professional development throughout the year. Each BOE member commits to attending two BOE related educational opportunities.

Continue monitoring and adjusting school safety procedures and practices to ensure a safe district environment.

Continue to work with building administration, BOCES and staff to fully utilize and train on ICS process

Ensure a stable infrastructure to support district emergency preparedness needs.

Conduct mass evacuation drill at Jr/Sr and GES building.

<u>SPED</u>	<u>Technology</u>	<u>Jr/Sr</u>	<u>GES</u>	<u>MJT</u>
Will participate in multiple school and district wide safety drills in the capacity directed by the building principals.	Supervise the installation of the new phone system and upgrade of the security system which will improve the overall safety of the district.	Reduce out of school suspensions. This will serve as a baseline year.	Quarterly safety team meetings with Incident Command Team.	Trimester safety meetings with our Incident Command Team.
Ensure that the appropriate safety precautions are addressed in a student with disabilities IEP which are specific to that child and their needs.	Continually evaluating systems and accessing funding to sustain and upgrade systems to provide a safe and secure environment for students, staff, and community.	Establish a volunteer building advisory team to meet at least quarterly.	Successful evacuation of GES evacuation drill in the spring	Revamp our fire exit safety building checks during these drills to continue to increase building protocols.
		Will host at least two assemblies (with outside speakers) related to social emotional topics that impact adolescents and young adults.		
		SST/data team will meet at least two times per month to monitor students in academics, attendance, and behavior.		
