

**BOE/District Goals 2016-2017**

**I. Communications:**

1. Enhance communications among staff members in order to strengthen authentic collegiality by sharing teacher experiences, skills, strategies, and successes. (Cross reference with Curriculum and Instruction)
  - a. Work with the PVFT mentoring program to encourage pair visiting and conversations about teaching practices
  - b. Build in visiting time for new teachers
  - c. Strengthen our co-teaching models through consultant coaching and pair visitation
  
2. Recognize the needs of the multiple communities we serve for communications:
  - a. Providing targeted use of more paper and mailings where needed
  - b. Review reporting process to include written / paper report cards at our schools
  - c. Monitor how people operate (technology/ mobile communications) and survey preferences
  - d. Look into providing PDF report cards to parents
  
3. Evaluate our current Student Information System (PowerSchool) to explore new ways to directly communicate with parents (example: PowerSchool App)
  - a. Give users the option to select their preferred language
  
4. Promote the download and use of the PV App
  - a. Get the word out and assess usage
  
5. Consider a fall newsletter

**BOE/District Goals 2016-2017**

**II. Curriculum and Instruction –**

1. Provide opportunities for staff to strengthen and facilitate culturally responsive classrooms where we ensure sensitivity to all students and parents and respect, understanding and dignity in all encounters.
2. Improve student achievement through the improvement of literacy, critical thinking, study and research skills aligned K-12.
  - a. Ensure that all classrooms provide instruction in the 5 components of reading: phonemic awareness, vocabulary, comprehension, fluency, phonics (foundational standards).
  - b. Build consistent best practices in reading, writing, and speaking and listening across grade levels and interdisciplinary content.
  - c. Establish team protocols for looking at student work and benchmark assessments
  - d. Utilize teacher generated assessments for team analysis of student progress
  - e. Consistently utilize and promote Achieve 3000 for reading practice
  - f. Refine and apply AIS program to ensure that all students achieve and reach high expectations
  - g. Implement consistently 3-8 Wordly Wise – training and integrating vocabulary development
  - h. One book-One School -Bystander in Middle School
3. Build curriculum around active learning strategies, such as problem-based learning, STEM and creative approaches to engagement.
  - a. Provide turnkey training in IDE (problem based learning) at the middle school
  - b. Examine world class learning (creativity and entrepreneurship): Community film-share: Most Likely to Succeed September 27, 2016
  - c. Explore IB at the High School

**BOE/District Goals 2016-2017**

- d. Maker Space activities at the Elementary School connected to science and other subject areas (problem based learning).
  - e. Designing authentic real world lessons that focus on content creation using digital tools.
4. Enhance communications among staff members in order to strengthen authentic collegiality by sharing teacher experiences, skills, strategies, successes. (Cross reference with Curriculum and Instruction/Communication)

Activities:

- a. Working through PVFT mentoring process to developing a plan to encourage pair visiting and conversations about teaching process
  - b. Develop a structure for teachers to come up with ways to strengthen a culture of authentic collegiality
  - c. Build in visiting time for new teachers (observe other teaching styles)
  - d. Strengthen our co-teaching models through consultant coaching
  - e. Develop coaching model among teachers and administrators
5. Integrate technology more effectively in curriculum to promote collaboration among students and staff
- a. Promote use of Google Classroom
  - b. Find ways to incorporate social media in positive ways as part of the instructional strategy repertoire
6. With grade level and subject area teams of teachers, coordinators, and administrators, examine system-wide analysis of data in order to inform instruction and increase achievement for all students. Actual tests will be used for review with teachers and teams.
- a. Invite parents of students to meet and review state tests in order to design learning strategies and inform instruction to build success for students.

**BOE/District Goals 2016-2017**

7. Continue to build teacher leadership and human resource capacity to enhance social capital and improve instruction. Capitalize on new roles of instructional leaders/coaches.
8. Analyze educational effectiveness of newly revised master schedules for all students.
9. Continue to improve communication and the sharing of resources between buildings, focusing also on the strengths of RTI Direct.
  - a. Add horizontal alignment analysis to this goal.
  - b. Examine the structuring of PD/Collaborative time for teachers and between buildings.
10. Continue to design and implement K-12 Technology Curriculum and Implementation to achieve consistency and common goals. Map out programs and goals for each grade level.
11. Support and promote the Growth Mindset model to motivate student effort and achievement.
  - a. Practice ways to provide student feedback district wide that builds growth mindset.
  - b. Provide specific state test feedback to parents, with learning and test taking strategies.
12. Examine student placement to promote maximum general education participation. Encourage students to persist through adversity, with grit and perseverance.
13. Continue to explore options for later start time for the High School.

**BOE/District Goals 2016-2017**

**III. Fiscal**

1. Collaborate with district administrators and the Board to set fiscal goals for budgeting through partnership with instructional leaders to better understand that their educational goals need to be financially sustainable.
2. Continue to do multi year financial planning - set goals to guide the budget process - how:
  - a. evaluate instructional priorities
  - b. cost analysis for big ticket expenditures
  - c. Energy Performance Contract
  - d. New start time possible (trans cost)
  - e. Town and school should keep lines of communication open especially share times when planning large and costly projects. Are there any shared services that we could participate in together to keep cost in check?
3. Ensure timeliness and accountability for the budgeting process - how:
  - a. Plan meetings with CAC
  - b. Plan meeting with building and department leaders
  - c. Use Town Hall and Senior Center for a venue to highlight the budget
  - d. Communicate budget meetings and agendas at Town board meetings, Senior Center and also through town and their communication resources. (2nd newsletter in the fall- "communications" to share annual audit results and fiscal updates as well as opening of school information)
4. Continue cross training business office staff to ensure coverage and backup - how:
  - a. Make a schedule for District/Business Office personnel
  - b. Share ideas and staff priorities to understand everyone's role
5. Continue Professional Development to keep in line with best business practices.

**BOE/District Goals 2016-2017**

6. Continue to recognize the state guidelines as well as the audit report from the Office of the State Comptroller as we make fiscal decisions

**IV. Human Resources**

1. To increase diversity that is more representative of our community
2. To further redefine the hiring and exiting procedures
3. To implement and monitor FMLA procedures
4. To train, monitor, and recruit ---- substitute teachers
5. Provide more regular feedback to non-instructional staff to improve performance

**V. Operations, Technology and Transportation**

1. Explore a plan for later start at the high school as part of the effort to ensure a positive and productive learning environment. Determine whether this change would be truly educationally beneficial for the high school students and analyze impact on other students. (Cross reference with curriculum and instruction).
  - a. Work with transportation consultant to provide a practical plan to transport students safely and efficiently using two runs or another approach to be determined with committee.
  - b. Form a representative committee to examine all potential options for a later high school start and begin implementation process. Decision would be targeted for January 2017 for implementation in September 2017.
2. Continue to develop an Energy Performance Contract with the goal of project commencement in Spring 2017 assuming State Education approvals.
3. Implement the Google Education platform in all buildings.

**BOE/District Goals 2016-2017**

4. Implement installation of technology infrastructure as outlined in the District's Smart Bond project initiative.
5. Continue to monitor and improve the security systems in the District.
6. Continue "Green" initiative in District.
7. Review the Five Year Plan and relationship to Capital Reserve Fund

**VI. Athletics:**

1. Streamline athletic procedures and processes to enhance communication and organization among all stakeholders.
  - a. Review and revise PVHS academic eligibility process with PVHS admin and faculty
  - b. Implement the new Family ID program to clear students for academic play.
  - c. Collaborate with athletic secretary on revising and updating athletic procedures.
  - d. Review coaching evaluation process to potentially include more input from students
2. Promoting a culture of sportsmanship and positive school spirit
  - a. Collaborate with PVHS principal on new costume for Tiger and kick-off ceremony
  - b. Continue to develop positive relationships with neighboring school districts
3. Promote health and safety
  - a. Continue collaboration with Facilities Director to maintain facilities and plan future athletic projects.
  - b. Continue to evaluate existing initiatives, such as Impact Testing.