SALEM SCHOOL BOARD

2014-2015 Goals*

Principles 2014-2015:

1. To continue to improve the delivery of all instruction, including non-traditional instruction methods, with priority on literacy and mathematics instruction, and to quantify the educational performance of all students through a multi-dimensional assessment model.

2. We will sustain an environment conducive to learning whereby students show respect to staff and fellow students and school district personnel model and expect such conduct and promote student self-worth.

3. To continue to appropriately infuse technology into every aspect of how the Salem School District operates and delivers services to students in the learning process, to teaching staff in the instructional process, to administrative staff in the way we do business, and to the community in outreach and informational efforts.

4. To foster community support and engagement through (i) coordinated and proactive communications, employing various methods and technologies, and (ii) creation and enhancement of partnerships with key community organizations.

5. To employ methods of recruitment, training, compensation, evaluation and retention of Salem School District personnel to attract and retain employees committed to advancing the school district in areas of student achievement technological advancement and business operations.

Non-Capital Goals 2014-2015:

1. To actively pursue opportunities to enhance the skills and qualifications of the district paraprofessional staff and provide compensation appropriate to those enhanced skills.

2. To develop 3 year financial projections to help guide near-term budget decisions.

3. To provide the necessary resources to support and achieve the objectives and key results of the district's strategic plan and specifically to meet the performance indicators identified for the 2014-2015 school year within each strategy.

4. To conduct a comprehensive evaluation of the District's performing arts opportunities (band, chorus, theater arts) at the middle and high school levels with the goal of strengthening and expanding participation.

5. Utilizing available enrollment data (including future projections), facility capacities, and taking into consideration reduction of tax impacts from capital expenditures, develop and document a public plan for facility re-alignment which maintains educational opportunities for all elementary students.
6. To pursue the adoption of the provisions of RSA 198:4-b II to authorize the School District to retain year-end unassigned general funds for use in meeting emergency expenditures or overexpenditures or to be used as a revenue source to reduce the tax rate in subsequent years.

Capital Goals 2014-2015:

1. To fund Capital Improvement renovations to all district buildings in accordance with systematic evaluations of district facilities (including buildings, exterior facades, grounds and landscaping), recognizing such expenses are a necessary and ongoing (annual) budgetary expense if the community investment in such facilities is to be preserved, with a goal of 2% of the facilities value in FY 2014-2015.

2. Develop plans for enhancement of Grant Field and related athletic facilities serving Salem High School.

3. To review, revise, and update the facilities audit addressing the needed capital repairs to Woodbury School. Based on this information, to direct staff to make necessary repairs and update resources to ensure the educational opportunities align with school district standards.

4. To support the Facilities Master Plan and Strategic Plan by completing the Phase II elementary renovations within budget and as scheduled, and to support the Renovation Team in the initiation of Salem High School renovations while maintaining a safe and functional learning environment.

*The Principles and Goals stated above are numbered for reference only and do not indicate preference or priority. The 2014-2015 Goals will be the basis for guiding the 2015-2016 budget process.

Adopted 8/19/14