SALEM SCHOOL BOARD

2011-2012 Goals*

Principles 2011-2012:

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. That an environment conducive to learning requires that students show respect to staff and fellow students, and that school district personnel should 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 promote public involvement in school district initiatives through broader dissemination of information.

Non-Capital Goals 2011-2012:

1. To continue current and create new partnerships with interested groups to fund the Athletic Facilities Trust Fund in order to renovate and maintain the district’s athletic facilities.

2. To examine and enhance methods of recruitment, compensation, evaluation and retention of leadership team members to secure and retain leadership committed to advancing student achievement in the Salem School District.

3. To implement a modification of the administrative structure of the central office leadership to build in support for key leaders and assure continuity in succession.

4. To continue efforts to improve the methods used to negotiate and secure approval for collective bargaining agreements, including negotiating team composition, the appropriate terms for such agreements (multi-year) and maximizing efforts to secure community support for approval.

5. To develop and implement a plan to inform and educate Board members of current national and local educational initiatives, legislative changes, and legal issues that impact the district.

6. To evaluate the educational impact kindergarten has on succeeding grade levels. Further, to put an emphasis on offering full-day kindergarten and additional efforts to increase the enrollment of typical peers in our SEED Program, both funded through a tuition basis.
7. To support continued evaluation of instructional delivery at Salem High School, including analysis of the impact of the Freshman Program, retention/modification of block scheduling, and any modification to the timing and/or length of day. To receive reports on such evaluations for the purpose of coordinating with the Facilities Master Plan and to prepare for the next round of high school accreditation.

Capital Goals 2011-2012:

1. To support the Facilities Master Plan by finalizing the first phase of the elementary school renovations, and from that process, developing plans (including revisions from lessons learned) for and building public support for, the completion of the second phase of elementary school renovations in 2012-2013.

2. 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.

*The Principles and Goals stated above are numbered for reference only and do not indicate preference or priority.

Adopted 6/14/11