SALEM SCHOOL BOARD

2010-2011 Goals

Principles 2010-2011:

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 and district issues.

Non-Capital Goals 2010-2011:

1. To continue our partnership with third party facility users and other interested groups to fund the Athletic Facilities Trust Fund in order to renovate and maintain the district’s athletic facilities.

2. To support the Superintendent in the transition and organization of leadership team members in 2010-2011, and to examine/evaluate current methods of recruitment, compensation, evaluation and retention to secure and retain leadership committed to enhancing student achievement in the Salem School District.

3. To continue our relationship with State and National School Board Associations with an emphasis on contemporary board development topics that can be cost-effectively presented locally.

4. To evaluate methods the District employs in conducting collective bargaining to include method of bargaining, negotiating team composition and submittal of agreements to district voters, including approval of multi-year Collective Bargaining Agreements.

5. To develop a plan (including timing, method and metrics) for a comprehensive evaluation of the delivery of instruction at Salem High School, including final evaluation of the Transition Committee recommendations following withdrawal of Windham students, an evaluation of the new freshman program, retention/modification of block scheduling, timing and length of school day, and modification of facilities, to assist coordination with the Facilities Master Plan, set staffing requirements, and prepare for the next round of high school accreditation.

6. To develop a plan for evaluating and reporting the progress of the kindergarten program with an emphasis on the impact of this program on succeeding grade levels. Further, to continue the effort to offer full-day kindergarten on a tuition basis as space is available and to
incorporate plans for further expansion for kindergarten in phase two of the elementary school renovation process.

**Capital Goals 2010-2011:**

1. To support the Facilities Master Plan by first overseeing the approved 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.

Adopted 6/22/10