Guiding Principles 2015-2016:

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 continue 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 2015-2016:

1. To assess the role of the paraprofessional and work to enhance the position (hiring practices, professional development opportunities, responsibilities, special education support) in order to maximize student success.

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 2015-2016 school year within each strategy.

4. To complete the comprehensive evaluation of the District's performing arts opportunities (band, chorus and theater arts) at the middle and high school levels with the goal of strengthening and expanding participation, and to evaluate the evaluation’s recommended actions.

5. To develop a plan (including staffing and facilities) to implement full-day kindergarten by the 2018-2019 school year.

6. To evaluate the cost / benefits of hiring or contracting a Public Relations Director.
7. To study the current school calendar and school day and determine whether or not changes can and should be made for the purpose of enhancing student achievement.

**Capital Goals 2015-2016:**

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. (text regarding a specific percentage target deleted)

2. Develop plans for enhancement of Grant Field and related athletic facilities serving Salem High School with a goal of completion of the plans by the fall of 2018.

3. Deleted as completed.

4. Deleted as completed.

*The Principles and Goals stated above are numbered for reference only and do not indicate preference or priority. The 2015-2016 Goals will be the basis for guiding the 2016-2017 budget process.*

Adopted 6/16/15