SALEM SCHOOL BOARD

2016-2017 Goals*

Guiding Principles 2016-2017:

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. We will 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 2016-2017:

1. To continue to assess the role of the paraeducator 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. Complete an evaluation of the 2012 Strategic Plan by examining each goal and performance indicator to determine the extent to which goals have been achieved; identify completed items; and determine whether additional work is still required; and plan for initiating a new or updated strategic planning process.
4. To develop a plan (including staffing and facilities) to implement full-day kindergarten by the 2018-2019 school year.

5. To initiate a comprehensive re-evaluation of the structure of the instructional model at Salem High School, focusing on the structure of the school day, including:
   - Start time
   - Length of school day
   - Instructional schedule
   - Freshman academy

with the goal of enhancing student performance and achievement through supportive learning opportunities; coordinated paths of instruction; student elective opportunities, supporting and enhancing co-curricular involvement in school life and expanding options for college credit/placement opportunities where available.

**Capital Goals 2016-2017:**

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.

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. To continue work on the future renovation of the Woodbury Middle School by updating previously completed design concepts, securing initial cost estimates and developing a plan for the utilization and/or disposal of district owned lands associated with the school campus.

*The Principles and Goals stated above are numbered for reference only and do not indicate preference or priority. The 2016-2017 Goals will be the basis for guiding the 2017-2018 budget process.

Adopted 6/14/16