SALEM SCHOOL BOARD

2019-2020 Goals*

Guiding Principles 2019-2020:

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 that is safe, secure and 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 including strategies for continuation of such efforts over time through leadership succession planning.

6. 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.
Non-Capital Goals 2019-2020

1. To continue to pursue options for establishment of a student advisory program at Salem High School, including required collaborative actions by the Board, Administration and Professional Staff.

2. Implement an electronic record management system for the district by July 1, 2020.

3. To create a comprehensive maintenance plan for the grounds and landscaping for all school district properties. The plan will include multiple years and costs, also the consulting with and use of specialized landscaping professionals.

4. 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 2019-2022 school year within each strategy.

Capital Goals 2019-2020:

1. Advance plans for the renovation of the athletic facilities serving Salem High School by inclusion of funds in the 2020-2021 CIP for the replacement of the home grandstands and press box.

2. Secure necessary voter support of a warrant article to fund renovation of the Woodbury Middle School.

*The Principles and Goals stated above are numbered for reference only and do not indicate preference or priority. The 2019-2020 Goals will be the basis for guiding the 2020-2021 budget process.