

## **District Goals 2015-2016**

**GOAL ONE: Student Learning:** Promote the intellectual growth of all students

1. Establish a comprehensive vision for school district testing and how each test relates to an important learning or strategic objective. Analyze the assessment systems used to determine the amount and type of testing necessary to serve diagnostic, instructional, and accountability purposes and informed professional development.

**GOAL TWO: Professional Staff:** Consistently and collaboratively lead students of diverse backgrounds and learning styles to learn at or above the appropriate grade-level standards

1. Achieve the following ratings within the Peer Comparison Groups for all eligible schools (eight schools total) in all three scoring categories (for twenty-four (24) total possible rankings) on the NJ School Performance report for 2015-2016: achievement
  - i. If Very High Performance (VHP) was achieved in 2014-2015, VHP shall be maintained in 2015-16.
  - ii. If High Performance (HP) was achieved in 2014-2015, HP or VHP shall be achieved in 2015-2016.
  - iii. If Average Performance (AP) was achieved in 2014-2015, AP, HP or VHP shall be achieved in 2015-16.
  - iv. If Lagging Performance or Significantly Lagging Performance was achieved in 2014-15, the numeric percentage ranking within the Peer Group should increase in 2015-16.
2. Increase the percentage of non-tenured and tenured certified staff requiring workplace observations who received these observations within the timeframe outlined in AchieveNJ.

**GOAL THREE: Engagement and Outreach:** Communicate effectively with parents, students and the South Orange Maplewood community.

1. Ensure that the District's Strategic Communication Plan is updated and implemented in the 2015-2016 school year in order to improve communication and access to information by district stakeholders.

**GOAL FOUR: Resource Management:** Pursue and achieve Goals 1-3 while slowing the rate of increase in operating expenditures.

1. Approve a 2016-17 operating budget that aligns with District Goals, with a year-over-year tax impact not greater than 2% for the operating budget if at all feasible. Should, after exhausting all feasible options to reduce costs, it be impossible to limit the tax impact to 2% without substantially impeding the district's ability to meet its goals, banked cap may be used.
2. Develop a CHS Facility Renewal Plan.

3. Develop an Overall District Enrollment Plan.

**GOAL FIVE: Create Framework:** Create and implement a framework for advancing work of district to include the collaborative development of a comprehensive Strategic Plan.

**GOAL SIX: Secure Required External Approvals:**

1. Achieve renewal of Middle State Accreditation for Columbia High School.
2. Obtain approval from the Office of Civil Rights for proposals to address the issues outlined in the Resolution Agreement OCR Docket No. 02-13-5003.