

**SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY  
PUBLIC BOARD MEETING  
November 16, 2016**

**FOR ACTION**

**RESOLUTION 3487**

**SUBJECT:** Approve Submission of Superintendent 2016-2017 Merit Goals

BE IT RESOLVED THAT the South Orange Maplewood School District approve the submission of the Superintendent Merit Goals for the 2016-2017 School Year to the Executive County Superintendent as follows:

1. Create and implement a communications plan that engages stakeholders in a community-wide dialogue about the strategic action plans prior to their acceptance by the board (G1)
2. Budget staffing and materials for 2017-2018 based on assessed needs of students and classrooms, rather than on historical programming (G2)
3. Increase participation of traditionally underrepresented demographic groups in higher level (more challenging, academic) courses, comparing 2015-16 to 2016-17, (official October enrollment data) by 5%. (G3)
4. Provide full-day professional development opportunity to a minimum of 96 elementary, 32 middle school and 147 CHS high school teachers, which will build the capacity of teachers by raising awareness, increasing knowledge, and developing skills to counter bias in the classroom; approximately 40% of certified staff will have received training by year end. (G4)
5. Increase revenue from tuition and facilities usage by 10% in a manner consistent with the District mission and goals. (G2)