

District Goals 2020-2021

District Goals: The Board reaffirmed its commitment to using a lens of equity and inclusion in all of its decision making, and promoting a school climate in which all students can succeed.

- Goal 1.** Develop and implement a re-entry plan for the 2020-2021 school year.
- Goal 2.** Enhance student learning opportunities focusing on SEL/wellness, virtual learning, technological literacy, learning time and scheduling options; providing essential professional development for staff and the PLCs.
- Goal 3.** Ensure flexibility in the financial domain to respond to the changing requirements/demands of the 2020-2021 school year while continuing to plan for the long-term capital needs of the district for upgrades and maintenance of facilities.

Goal 1: Develop and implement a re-entry plan for the 2020-2021 school year.

Lead Administrators: Superintendent, Principals, Director of Special Services, Business Administrator, Supervisor of B&G

Indicator of success: Plan approved by state, successfully implemented and revised, as necessary

Action Steps	Responsible	Deadline	Resources	Potential Barriers	Result
<i>What task will be done?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Review state guidance, <i>The Road Back</i> Establish Restart Committee and related subcommittees	Superintendent and administrative leadership team	7-3-2020	Time, volunteers	schedules	Gather stakeholder feedback for informing plan
Collaborate with board members, conduct weekly briefings	Superintendent and administrative leadership team	ongoing	Time and research	Too many other demands on time	Informed board of education
Provide regular updates to board; schedule and facilitate committee meetings	Superintendent	ongoing	Time	schedules	Informed board of education
Consult with executive county superintendent, regional and county superintendents	Superintendent	ongoing	Time	Changing guidance	Plan that meets state requirements
Consult with local and county health officials and school physician	Superintendent and administrative leadership team	ongoing	Time	Availability and schedules	Plan that meets state requirements
Collaborate on writing initial draft of plan	Superintendent and administrative leadership team	7-31-2020; ongoing	Time	Changing guidance	Plan that meets state requirements
Coordinate ordering of cleaning supplies and PPE; Engage consultant for safety analysis and training	Business Administrator and supervisor of B&G	7-31-2020	funds	Availability and costs	Safe learning environment
Consult with board attorney	Superintendent	ongoing	funds	Last-minute changes to guidance and/or plan	Compliance with state requirements and limit of liability
Communicate with association	Superintendent and administrative leadership team	ongoing	Time and research	Change in circumstances	Collaborative relationship

Communicate with school community	Superintendent and administrative leadership team	ongoing	Time	Course of pandemic	Informed school community
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Goal 2: Enhance student learning opportunities focusing on SEL/wellness, virtual learning, technological literacy, learning time and scheduling options; providing essential professional development for staff and the PLCs.

Lead Administrators: Superintendent, Principals

Indicator of success: Successful implementation of hybrid model and remote instruction

Action Steps	Responsible	Deadline	Resources	Potential Barriers	Result
<i>What task will be done?</i>	<i>Who will do it?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Assess needs of students and staff; research SEL programs and wellness activities	Principals and Director of Special Services	7-31-2020	Time, research, funds	Range of options; funds	SEL program and wellness activities to implement in fall
Research and design hybrid and full-time remote learning plans	Administrative leadership team	7-31-2020	Time, research, funds	Challenges of conducting in-person instruction and remote learning synchronously	Hybrid instructional program that meets needs of students
Assess technology needs and ensure all students have access to devices and sufficient wifi access	Administrative leadership team	8-15-2020	Time, research, funds	Supply chain issues	1:1 program for K-8 students
Create list of technology resources needed to improve remote instruction	Principals	8-15-2020	Time, research, funds	funding	Adequate resources to implement plan
Design training for teachers to improve remote learning; Provide support for PLCs.	Administrative leadership team	8-24-2020; and ongoing during year	Time, research, funds	Differentiated needs of teachers	Coordinated, consistent approach to instruction across grade levels and schools
Provide resources for students and families to access Genesis, Google Classroom, GoGuardian, and other instructional resources	Principals	8-28-2020	Time	Differentiated needs of students and families	Sufficient resources for students and teachers to access hybrid instructional program
During school year, establish committee to research different scheduling options for effective use of instructional time and make recommendation for the 2021-2022 school year	Principals and Director of Special Services	4-30-2021	Time, volunteers, and research	Range of options, differentiated needs and priorities of committee members	More effective master schedule designed to enhance instruction, professional collaboration, and the social-emotional health of students and staff

Goal 3: Ensure flexibility in the financial domain to respond to the changing requirements/demands of the 2020-2021 school year while continuing to plan for the long-term capital needs of the district for upgrades and maintenance of facilities.

Lead Administrators: Superintendent and Business Administrator

Indicator of success: Budget for 2021-2022 school year and prospective timeline and plan for possible referendum

Action Steps	Responsible	Deadline	Resources	Potential Barriers	Result
<i>What task will be done?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Work with auditors to identify areas for improvement in budget administration	Business Administrator	12-5-2020	Time	Delays caused by negotiations with vendors pursuant to new laws; delays in the audit due to the remote nature of this year's audit process	Finalized accounting from last year
Track extra costs caused by pandemic and state requirements	Business Administrator	8-24-2020	Time	Changing state guidance; Availability of resources	Insight into the management of the 2020-2021 budget
Work with operations committee to plan the 2021-22 budget and present it to board for approval	Superintendent and Business Administrator	Tentative budget by 3-20-2021; Budget hearing 5-7-2021	Time	Prior years' budget deficiencies; course of pandemic	Budget for 2021-2022 school year
Consult with architect and operations committee to update LRFP	Superintendent and Business Administrator	10-1-2020	Time	Pandemic	Timeline for implementing LRFP
Consult with architect, bond counsel, and operations committee to prepare a plan and timeline for possible referendum	Superintendent and Business Administrator	10-31-2020	Time	Pandemic	Plan for long-range financial needs fo district
Explore alternate funding sources through community groups	Superintendent and Business Administrator	Ongoing throughout year	Sources of funding; donors	Amount of funds needed	Additional funding