

## **District Goals**

### **2021-22**

- Goal 1** Support innovative instruction, design thinking, and problem solving across the curriculum with a focus on enhanced STEAM-related opportunities and scheduling options.
- Goal 2** Enhance student wellness and social-emotional learning with a focus on a growth mindset.
- Goal 3** Ensure a culturally vibrant, inclusive school community that values diversity, equity, and empathy.
- Goal 4** Maintain focus on financial needs of the district with an emphasis on the potential referendum and strategies for increasing reserves.

**Goal 1:** Support innovative instruction, design thinking, and problem solving across the curriculum with a focus on enhanced STEAM-related opportunities and scheduling options.

**Lead Administrators:** Superintendent, Principals, Director of Special Services, Business Administrator

**Indicator of success:** New and improved instructional opportunities for students

Action Steps	Staff	Timelines	Resources	Indicators of Success
Research STEAM	Superintendent, principals, teachers	Summer and ongoing	Time	Informed understanding of current and potential instructional opportunities
Visit other district facilities	Superintendent, principals, teachers	Summer and ongoing	Time and partnerships	Informed understanding of current and potential instructional opportunities
Consult with IBM	Superintendent, principals, teachers	Summer and ongoing	Time	Analysis of current curriculum
Provide professional learning opportunities for teachers (PD and PLCs)	Administrative leadership team	Ongoing	Time and funds	Improved learning experiences for students
Consider securing additional technology equipment for lab	Administrative leadership team	3-31-22	Funds	Improved learning experiences for students
Evaluate progress and report to curriculum committee and board on regular basis (November, February, May)	Superintendent and administrative leadership team	5-31-22	Time	Improved learning experiences for students
Assess revised middle school schedule, evaluate progress, and report to curriculum committee and board on regular basis (November, February, May)	Superintendent and principal	5-31-22	Small population limits options	Improved learning experiences for students

**Goal 2:** Enhance student wellness and social-emotional learning with a focus on a growth mindset.

**Lead Administrators:** Superintendent, Principals, Director of Special Services

**Indicator of success:** SEL assessment data

Action Steps	Staff	Timelines	Resources	Indicators of Success
Assess needs of students	Principals, Director of Special Services, counselors	9-30-21	Time, research	Plan for addressing student needs
Deepen understanding of SEL program, a growth mindset, and importance of wellness activities	Principals, Director of Special Services, counselors	Ongoing	Time, research, funds	Improved experiences for students
Assess effectiveness of existing SEL curriculum using data	Administrative leadership team	Ongoing	Time for research and analysis, funds	Plan for improved implementation of SEL program and wellness activities
Provide training for teachers to improve SEL instruction	Administrative leadership team	Ongoing	Time, research, funds	Coordinated, consistent approach to instruction across grade levels and schools
Provide resources for students and families to access SEL supports	Principals, Director of Special Services	10-31-21	Time for research	Sufficient resources for students and families
Evaluate progress and report to curriculum committee and board on regular basis (November, February, May)	Administrative leadership team	5-31-22	Time for analysis of data	Improved experiences for students

**Goal 3:** Ensure a culturally vibrant, inclusive school community that values diversity, equity, and empathy.

**Lead Administrators:** Superintendent and Leadership Team

**Indicator of success:** An inclusive school community that embraces all individuals

Action Steps	Staff	Timelines	Resources	Indicators of Success
Continue efforts to recruit a diverse workforce	Superintendent and administrative leadership team	Ongoing	Time, research, funds	More diverse pool of candidates
Provide opportunities for training on equity and inclusion	Administrative leadership team	Ongoing	Time, research, funds	Professional learning opportunities
Provide resources for curriculum writing	Administrative leadership team	Ongoing	Time, research, funds	Revised curriculum in progress
Continue collaborative meetings with Watchung IDEA committee	Administrative leadership team	Bimonthly basis	Time, research, funds	Ongoing collaborative relationship
Celebrate diverse cultures through co-curricular events	Administrative leadership team, faculty and staff	Ongoing	Time, volunteers, and research	Inclusive school community

**Goal 4:** Maintain focus on financial needs of the district with an emphasis on the potential referendum and strategies for increasing reserves.

**Lead Administrators:** Superintendent and Business Administrator

**Indicator of success:** Budget for 2022-23 school year and referendum

Action Steps	Staff	Timelines	Resources	Indicators of Success
Work with auditors to identify areas for improvement in budget administration	Business Administrator	12-15-21	Time	Finalized accounting from last year
Implement plan for use of ESSER funding	Administrative leadership team	Ongoing	Time	Effective use of funds
Work with operations committee to plan the 2021-22 budget and present it to board for approval	Superintendent and Business Administrator	Tentative budget by 3-20-22; Budget hearing late April or early May 2022	Time	Budget for 2022-23 school year
Consult with architect, bond counsel, financial adviser, and operations committee to continue planning December referendum vote	Superintendent and Business Administrator	12-1-21	Time	Plan for December referendum
Consult with architect, bond counsel, and operations committee to plan for voter education	Superintendent and Business Administrator	12-1-21	Time	Informed community
Explore alternate funding sources through community groups and grants	Superintendent and Business Administrator	Ongoing	Sources of funding; donors	Additional funding