

2008-09
North Salem Central School District Board and Superintendent Goal - Action Plan

October 10, 2008

LEADERSHIP

<p>Board Goal</p> <p><i>Govern thoughtfully and purposefully toward continuous improvement of student performance.</i></p>	<p>Superintendent Goal</p> <p><i>Purposefully and thoughtfully craft an organization committed to continuous improvement of student performance.</i></p>
<p>Board Action Plan</p> <p>Support the Superintendent's commitment to complete the strategic plan.</p> <p>Assist the Superintendent's efforts to identify comparable school districts for benchmarking. Each Board member will adopt a district and develop expertise in the policies and practices of the respective districts.</p> <p>Support collaboration and team work means of identifying problems and developing solutions.</p> <p>Support the Superintendent's active professional engagement. New ideas are not limited geographically.</p>	<p>Superintendent Action Plan</p> <p>Bring to completion the prior Strategic Planning work.</p> <p>Identify a cluster of comparable school districts, not limited to New York, for benchmarking student performance, organization, policy, planning and spending.</p> <p>Strengthen the emerging shared commitment to team work and collaboration with district and building administrators as a means of identifying problems and developing solutions.</p> <p>Continue active professional engagement with organizations such as the Tri-State Consortium, Suburban School Superintendents Association, Oxford Roundtable and the Chief School Administrators Association</p>

CURRICULUM AND INSTRUCTION

<p>Board Goal</p> <p>Provide an exceptional and comprehensive K–12 instructional program that will allow students of all abilities to achieve at the highest standards of excellence.</p>	<p>Superintendent Goal</p> <p>Identify measurable five-year goals for student performance and develop and implement procedures to provide an exceptional and comprehensive K-12 instructional program that will allow students of all abilities to achieve at the highest standards of excellence.</p>
<p>Board Action Plan</p> <p>Support, monitor and assess the Superintendent’s Goal and Action Plan for Curriculum and Instruction Improvement.</p>	<p>Superintendent Action Plan</p> <p>Actions are to be strategic, systemic and sustainable.</p> <p>Work collaboratively with the administration and faculty to identify measurable five-year goals for student academic, inter-personal and intrapersonal performance including but not limited to performance assessed by State and national tests.</p> <p>Work collaboratively with administration and faculty to develop and implement procedures to develop and achieve yearly, measurable and doable school-level goals for student performance that support the accomplishment of the five-year goals. This will include the coordination of district-level; school-level; department, program and/or grade level; and individual teacher and administrator goals and action plans.</p> <p>Work collaboratively with administration and faculty to develop and implement curriculum and assessments that address the goals for student performance.</p>

2008-09

North Salem Central School District Board and Superintendent Goal - Action Plan

October 10, 2008

	<p>Work collaboratively with administration and faculty to develop and implement procedures to obtain and use data from student performance to make decisions to improve student performance and communicate that information to various publics annually. Data will include but not be limited to information obtained from state and national tests.</p> <p>Work collaboratively with administration and faculty to identify and use a process to evaluate the quality of a curriculum, the degree to which it is implemented properly and the impact it is having on student performance.</p> <p>Work collaboratively with administration and faculty to continue or new budgeting process that improves our capacity of curriculum, instruction, assessment professional development and leadership to improve the performance of all students.</p>
--	---

COMMUNICATION AND COMMUNITY RELATIONS

<p>Board Goal</p> <p><i>Continue to Improve the effectiveness of all internal and external communication.</i></p>	<p>Superintendent Goal</p> <p><i>Continue to improve the effectiveness of all internal and external communication.</i></p>
<p>Board Action Plan</p> <p>Design and implement a public information campaign regarding our facilities plan and pending project(s).</p> <p>Support and provide resources for the Superintendent's action plan.</p>	<p>Superintendent Action Plan</p> <p>Work closely with the District Communications Committee on identified priority areas.</p> <p>Identify, develop and monitor all required communications with staff, parents and other audiences.</p> <p>Direct significant content and framework improvements to the North Salem Schools website.</p> <p>Launch the Superintendent's News Service.</p> <p>Produce multiple 30 minute videos on relevant topics, for widespread community outreach through the Internet.</p> <p>Support a continued commitment to our clients for the work that we do, know both what they expect from us and their level of satisfaction.</p>

2008-09

North Salem Central School District Board and Superintendent Goal - Action Plan

October 10, 2008

HUMAN RESOURCES

<p>Board Goal <i>Support teaching and learning through client-centered human resource services.</i></p>	<p>Superintendent Goal <i>Support teaching and learning through client-centered human resource services.</i></p>
<p>Board Action Plan</p> <p>Support the work of the Wellness Committee in areas of institutional and staff well being.</p> <p>Seek opportunities to participate in staff functions.</p> <p>Provide support and resources for the Superintendent's Action Plan.</p> <p>Monitor the completion of job description review and revisions.</p>	<p>Superintendent Action Plan</p> <p>Direct contract negotiations for the North Salem Teachers Association, CSEA, and the School Related Professionals.</p> <p>Recruit, hire and retain the best teachers, administrators and support staff.</p> <p>Analyze exit interview data.</p> <p>Review and revise position job descriptions, where appropriate, to position ourselves for the development of desk manuals for key positions.</p> <p>Meet relevant recommendations from the internal auditor.</p>

2008-09
North Salem Central School District Board and Superintendent Goal - Action Plan

October 10, 2008

DISTRICT OFFICE

<p>Board Goal</p> <p><i>Embrace the perspective that the district office thoughtfully and purposefully provides services marked by stability, transparency, accuracy and kindness.</i></p>	<p>Superintendent Goal</p> <p><i>Thoughtfully and purposefully provide services marked by stability, transparency, accuracy and kindness.</i></p>
<p>Board Action Plan</p>	<p>Superintendent Action Plan</p>

2008-09
North Salem Central School District Board and Superintendent Goal - Action Plan

October 10, 2008

BOARD – SUPERINTENDENT RELATIONS

<p>Board Goal</p> <p><i>Continuously improve systems and practices which support the leadership work of the Superintendent.</i></p>	<p>Superintendent Goal</p> <p><i>Continuously improve systems and practices which support the governance work of the Board.</i></p>
<p>Board Action Plan</p> <p>Review and adopt revised Board Protocols.</p> <p>Shepherd adherence to Board-approved protocols.</p> <p>Review packet materials carefully and act in accordance with Board protocols.</p> <p>Support the implementation of electronic means of distributing materials to the Board.</p>	<p>Superintendent Action Plan</p> <p>Monitor adherence to Board-approved protocols and communicate violations to the Board President.</p> <p>Refine board packet development tasks to be more efficient, productive and accurate.</p> <p>Implement electronic means of distributing materials to the Board.</p> <p>Produce and maintain a multi-meeting Agenda planning chart.</p> <p>Provide board members with information, data and reports which enhance their capacity to govern thoughtfully and purposefully.</p>

Allocation and Stewardship of Resources

<p>Board Goal</p> <p>Ensure that the financial, material and facility resources of the district support the vision and goals of the district, and that such resources are acquired, allocated and managed in the most effective, efficient, and responsible and transparent manner.</p>	<p>Superintendent Goal</p> <p>Ensure that the financial, material and facility resources of the district support the vision and goals of the district, and that such resources are acquired, allocated and managed in the most effective, efficient, and responsible and transparent manner.</p>
<p>Board Action Plan</p> <p>Support, evaluate and approve The Superintendent’s Action Plan.</p>	<p>Superintendent Action Plan</p> <p>Develop a long range financial plan</p> <p>Continue a budget development process which places student performance at the center of important decisions.</p> <p>Design and implement new means of monitoring district spending through quarterly meetings with cost center heads.</p> <p>Work with the policy committee to review the entirety of our financial policies.</p> <p>Chair the district facilities committee and lead the effort to bring a facilities project to the public for a vote.</p> <p>Identify, record and track costly maintenance / necessary facility improvement projects</p> <p>Annually, prior to the commencement of budget development process, update district wide facility improvement project list.</p> <p>Take steps to reduce our impact on the environment.</p>