



New Jersey School Boards Association



Goal Setting:

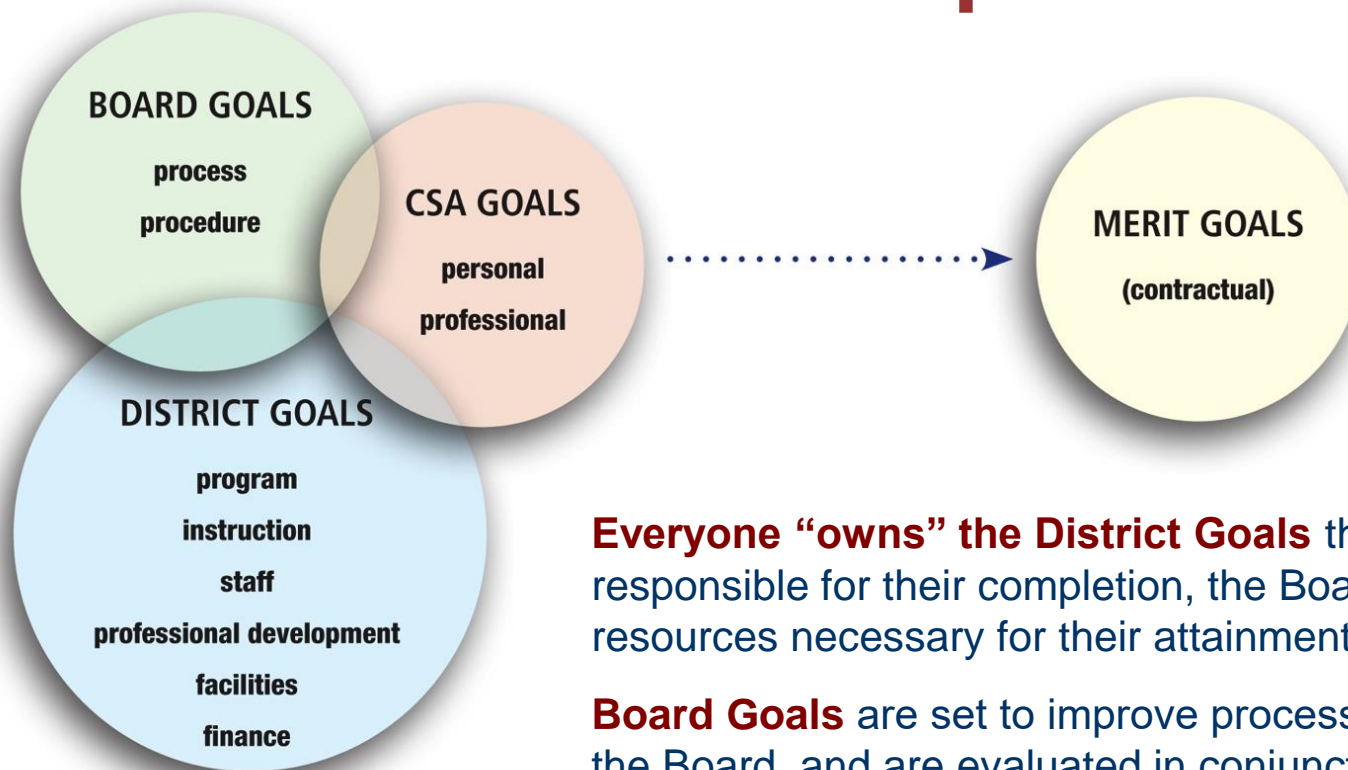
**Creating Annual School
District and BOE Goals
For School Year 2022-23**

**Great Meadows Regional School District Board of Education
July 13, 2022**

Presented by Kathleen Helewa, Field Service Representative



Goal Development



Everyone “owns” the District Goals the CSA is responsible for their completion, the Board supplies the resources necessary for their attainment.

Board Goals are set to improve process/tasks “owned” by the Board, and are evaluated in conjunction with the board self-evaluation.

CSA Personal Goals are derived from the annual leadership skills evaluation.

Merit Goals are optional and contained in the CSA’s contract.



Requirement in Statute

18A:17-20.3. Evaluation of superintendent's performance

6. a. Every local board of education having a superintendent shall evaluate the performance of the superintendent at least once a year. Each evaluation shall be in writing, a copy shall be provided to the superintendent and the superintendent and the board shall meet to discuss the findings. The evaluations shall be based upon the goals and objectives of the district, the responsibilities of the superintendent and such other criteria as the State Board of Education shall by regulation prescribe. Any contract entered into pursuant to N.J.S.18A:17-15 shall provide for an evaluation pursuant to this section and may provide for additional evaluation criteria or procedures which shall not be inconsistent with the regulations of the State board.



Basis for Superintendent's Goals: The Annual Evaluation

SUPERINTENDENT ANNUAL PERFORMANCE REPORT

The Superintendent demonstrates strength(s) in the following standards:

Standard 1: Mission, Vision and Core Values

Standard 2: Governance, Ethics and Professional Norms

Standard 3: Operations Management

Standard 4: Curriculum, Instruction, Assessment and School Improvement

Standard 5: Community of Care, Equity and Family Engagement

Standard 6: Professional Capacity/Community of School District Personnel

Supporting Remarks:

Of the six standards, which areas require professional growth and improvement?

Standard 1: Mission, Vision and Core Values

Standard 2: Governance, Ethics and Professional Norms

Standard 3: Operations Management

Standard 4: Curriculum, Instruction, Assessment and School Improvement

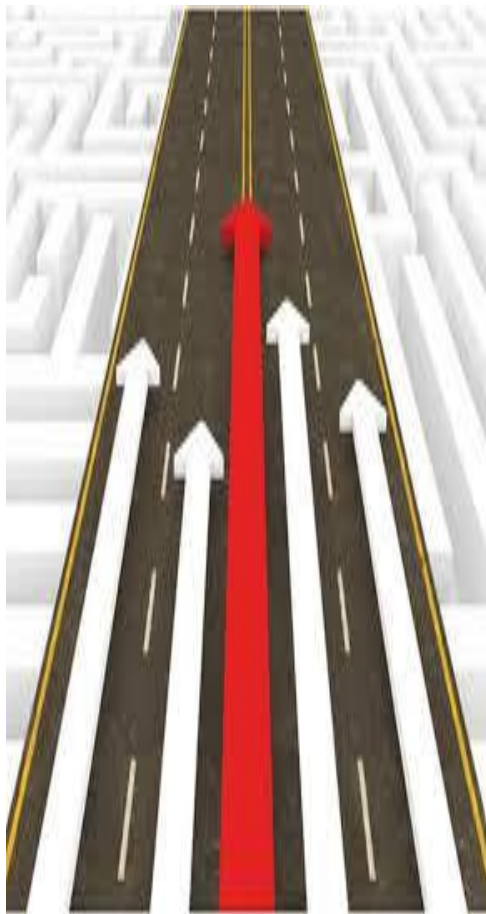
Standard 5: Community of Care, Equity and Family Engagement

Standard 6: Professional Capacity/Community of School District Personnel

Supporting Remarks:



Goal Setting & CSA Evaluation



- Drives school improvement and student achievement
- Sets annual priorities
- Ensures the Board and Superintendent are on the same page
- Demonstrates the Board's commitment to accountability

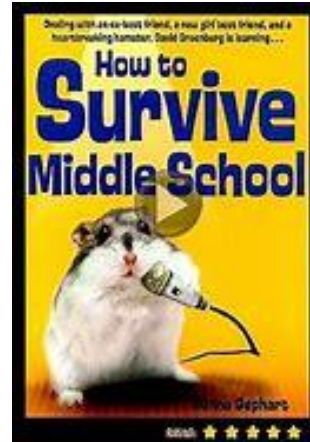
• *Source: NY State School Boards Association*



District Goal Development

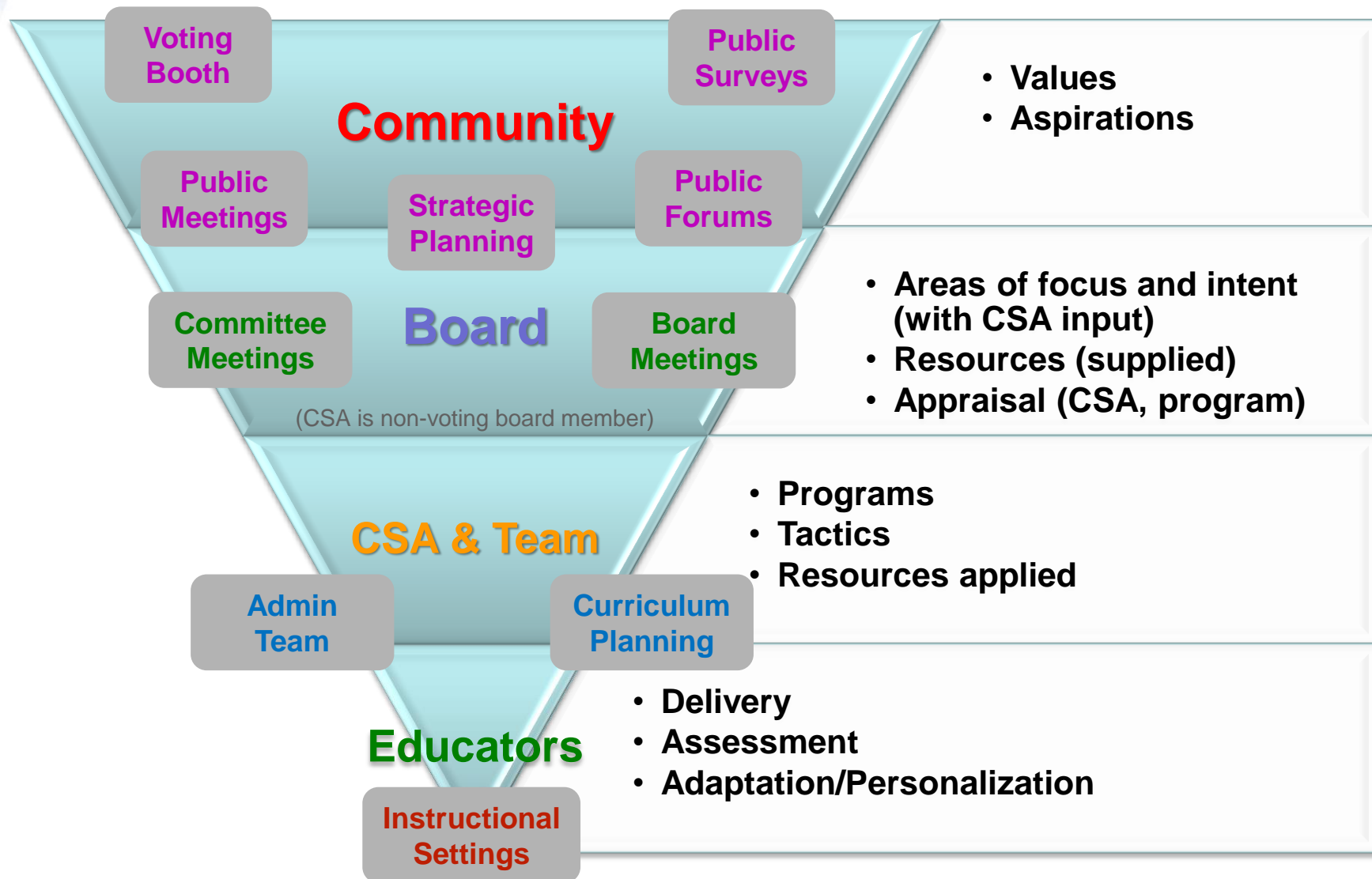
Consider...

- Vision for the District
- District mission statement
- Strategic plan
- Data
- Previous goals:
 - achieved and in progress





How Groups Contribute To Goals





Great Meadows Regional School District Mission Statement

The GMRSD will provide quality educational opportunities that ensure the individual success of all students within a safe and supportive environment and to build life-long learners who will meet society's challenges into and beyond the 21st century.





5 Goal Areas of GM's Strategic Plan

- Teaching & Learning
- The Whole Child
- Health and Wellness
- Diversity and Citizenship
- Technology and Facilities





District Goals 2021-22

1. By June 30, 2022, GMRSD will increase student achievement and demonstrate significant academic gains through the use of K-8 benchmark assessments, expanded extra-curricular, academic support programs, and the offering of ongoing and meaningful professional development.
2. By June 30, 2022, GMRSD will begin creation of sensory rooms in all school facilities as well as incorporate project-based learning activities that address multiple modalities.
3. By June 30, 2022, GMRSD will have evidence of a trauma-formed faculty, students trained in mindfulness, and a culture that incorporates social, emotional and mental health awareness throughout the curriculum.



District Goals 2021-22

4. By June 30, 2022, GMRSD will Create Cultural Diversity Committees within each school building that includes staff, students, and other stakeholders to identify and implement a data-driven plan to understand and appreciate all cultures.
5. By June 30, 2022, GMRSD will have successfully completed the boiler replacement project at Central Elementary School and begun significant HVAC repairs at Great Meadows Middle School to improve air quality.



DRAFT District Goals 2022-23

1. By June 30, 2023, GMRSD will increase student achievement and demonstrate continued academic gains using K-8 benchmark assessments, expanded extra-curricular, academic support programs, and the offering of ongoing and applicable professional development.



DRAFT District Goals 2022-23

2. By June 30, 2023, GMRSD will utilize research-based methods to address student social interaction, communication, discipline, and physical well-being by implementing Restorative Practices and additional opportunities for physical wellness activities across grade levels.



DRAFT District Goals 2022-23

3. By June 30, 2023, GMRSD will team with community stakeholders to celebrate cultural diversity in ways that allow student to understand the importance and value of being global citizens.



DRAFT District Goals 2022-23

4. By June 30, 2023, GMRSD will continue to investigate and improve air quality in all facilities, completing an HVAC remediation project at Great Meadows Middle School and installing cooling units in a majority of all district classrooms.



DRAFT District Goals 2022-23

5. By June 30, 2023, GMRSD will update and enhance security protocols, implement target-hardening initiatives, and provide multiple resources to ensure the safety of staff and students.



Developing the Action Plans

Goal Statement:

Objective:

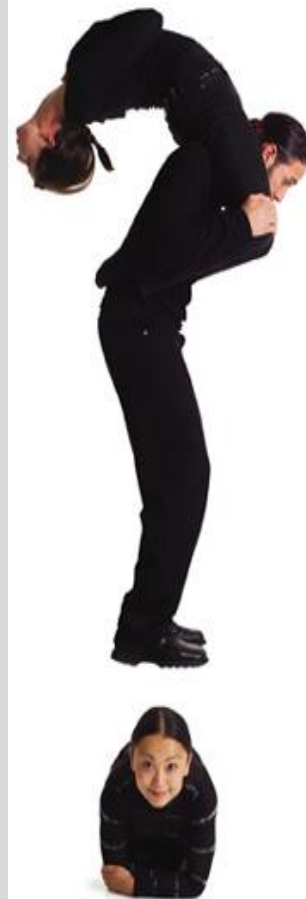
Major Activities	Staff	Resources	Timeline	Success Indicators
1.				
2.				
3.				
4.				

Work of Administration



Essential Questions: Board Goals

- What professional development would assist the Board in improving our governance skills?
- What professional development is needed by the Board in support of district goals?
- What professional development needs would a Board Self-Evaluation indicate?





GMRSD BOE Board Goals 2022

1. GMRSD BOE members will undertake individual units of professional development throughout the year, and report summaries to the full Board.
2. The GMRSD BOE will schedule a Board Retreat for during the Winter and Summer of 2022.



DRAFT GMRSD BOE Board Goals SY 2022-23

1. GMRSD BOE members will undertake individual units of professional development throughout the year, and report summaries to the full Board.
2. The GMRSD BOE will schedule a Board Retreat for during the Winter and Summer of 2023.
3. The GMRSD BOE will schedule quarterly sessions of Professional Development with Kathy Helewa, NJSBA Field Service Rep.



After Agreement: Next Steps

District & Board Goals

- Board formally votes to approve annual District and/or Board Goals on its next agenda
- Superintendent develops action plans for District Goals
- Board reviews Superintendent's action plans
- Board & Superintendent establish dates for frequent progress reports on District Goals; Board regularly provides updates on Board Goals at its public meetings.





If everyone is moving forward together,
then success takes care of itself.

~ Henry Ford

Thank you for your commitment
to working together to move your district forward
to positively impact student achievement.