

## 2007-2008 Rye School District Goals and Action Plan

*The Rye School District's mission is to provide an outstanding learning and teaching environment that meets every child's academic, social, physical, and personal needs.*

*The standards and measurements for excellence that guide our District are stated in the New England Association of Schools and Colleges Standards for Accreditation\*.*

### CURRICULUM

#### Actionable Goals for the School Year

<b>Goal:</b>
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**To continue the development and implementation of rigorous curricula in all subject areas to ensure that every student in our district is appropriately challenged and learning at their highest level.**

<b>Actions:</b>
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- 1. Research and develop a formal method/process for program evaluation that includes input from teachers, parents, and the community, information from SAU-50 and peer schools about their program(s), and a time-line for the process, including completing a time-on-learning study 6-8, to help with future curriculum and instruction decisions.**

- *Who – Curriculum Coordinator*
- *How - Gather information from NH School Administrators Association, Association of Supervision and Curriculum Development, New England League of Middle Schools, National Association of Elementary Principals, peer groups, create report*
- *When – 1st stage is done Master plan March 2008 (SAU Board mtg)*

- 2. Make a proposal for the Art and Music programs for the 2007/08 school year (curriculum) and for the 2008/09 school year (budget).**

- *Who – Curriculum Coordinator and Principals (with teachers)*
- *How – By program evaluation process (see #1, above)*
- *When – Budgetary proposal complete, staffing proposal (Done), curricular proposal ( Done); budget proposal for 2008/09 school year( Done)*
- *Final April 2008*

- 3. Additional goal language to be determined and presented at future Board meeting**

- *Who –Principals and teachers*
- *How – form; draft review to Board*
- *When – August 2008 for use start of 2007/2008 school year*

*Work in progress at SAU- and District-level, January 2008*

- 4. Technology:**

- a. Update RJH/RES Technology plan including:**
  - i. determine the right structure for technology across the schools**
  - ii. identify the impact on Rye of the SAU not having a technology director.**

- *Who – Rye Director of Technology*
- *How – Report with recommendation to Board*
- *When – (i) April 2008 (ii) February 2008*

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### **b. Perform realistic assessment on skills (RES to RJH; RJH to PHS)**

- *Who – Rye Director of Technology and Rye Technology Teacher*
- *How – RJH technology team*
- *When **RJH-***
  - *Grade 8- ( Done) Report February 2008 Board meeting*
  - *Grade 7- ( Done) Report February 2008 Board meeting*
  - *Grade 6- ( Done) Report February 2008 Board meeting*
- ***RES-** Grade 5: February 2008*

**SEE ALSO: ON-GOING GOALS**

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### COMMUNICATION

#### Actionable Goals for the School Year

<b>Goal:</b>
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**To expand existing and/or develop new opportunities for communication that support mutual respect, common purpose and shared support among all members of the school community.**

<b>Action:</b>
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- 1. Increase PHS communication to Rye Schools; increase Rye input into PHS decision-making**
  - *Who – SSAC, Dr. Cushing, Ms. Balboni*
  - *How – Updates to Board*
  - *When – Monthly Board meetings*
- 2. Improve the “teacher comments” sections of the RES and RJH report cards to increase communication to future teachers and parents/guardians of individual student assessment by including more personalized information, particularly with regard to the individual’s differentiated needs and accomplishments.**
  - *Who – Administrators and teachers*
  - *How- Update*
  - *When –RES: By First report card Fall 2007 – Done*  
*RJH- Partial update Second Trimester – April 2008*  
*- Full implementation September 2008-*

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### LEADERSHIP AND ORGANIZATION

#### Actionable Goals for the School Year

<b>Goal:</b>
--------------

**Continue to inspire and direct a culture of excellence that supports the School District's mission to meet every child's academic, social, physical, and personal needs using the New England Association of Schools and Colleges (NEASC) Leadership Standards as a guide.**

<b>Actions:</b>
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**1. NEASC Accreditation review**

- *Who – Principals, Superintendent, Teachers, Board*
- *How – Report to Board with discussion and input from Board*
- *When – commence October 2007. self study by November 2008, Complete May 2009*
- *Work in progress – January 2008*

**2. Update the Professional Development Master Plan.**

- *Who – Professional Development Committee*
- *How – Report*
- *When – Draft by March 2008; on-going for training*

**3. Negotiate a five year contract with RESPA for the period July 1, 2008 to June 30, 2013<sup>(1)</sup>.**

- *Who – Board and Superintendent*
- *How – Negotiation sessions*
- *When – Update by December 1, 2007*
- *Done – Needs approval at March Town voting*

#### SEE ALSO: ON-GOING GOALS

<sup>(1)</sup> This item also relates to all the other goals, particularly "budget".

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### BUDGET

#### Actionable Goals for the School Year

<b>Goal:</b>
--------------

**To develop a fiscally responsible budget that supports the Rye District's mission.**

<b>Actions:</b>
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**1. Research opportunities to reduce high school bus costs and enhance service.**

- *Who – Rye School Board Bus Committee*
- *How – Report*
- *When – April 1, 2008*
- *On-going*

**2. Facility management analysis with vision for maintaining the schools**

- *Who – Gary Dodds and Business Administrator*
- *How – Reports to School Board*
- *When – quarterly*

**3. Evaluate parent stipends.**

- *Who – Special Issues Committee*
- *How – To be determined by the Special Issues Committee*
- *When – By November, 2007*
- *Done*

**SEE ALSO: ON-GOING GOALS**

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### ASSESSMENT AND ACCOUNTABILITY

#### Actionable Goals for the School Year

<b>Goal:</b>
--------------

**Meaningfully measure the schools' progress on the District's mission, identifying successes to celebrate and areas to improve. Where improvement is needed, efficiently implement an effective improvement plan.**

<b>Actions:</b>
-----------------

**1. Complete report of indicators of growth for the Follow the Child Model.**

- *Who – Curriculum Coordinator and Superintendent*
- *How – To be determined by the Curriculum Coordinator*
- *When – March 2008*

**2. Develop a stakeholder (parent, teachers, students, community) feedback process (K-9) to measure progress on the District's mission by asking people to assess whether or not the schools are meeting their child's academic, social, physical, and personal needs.**

- *Who – Principals*
- *How – To be determined by the Principals and the School Board Communications Committee (need feedback process for 9<sup>th</sup> grade; implement "My Voice" surveys 3-8)*
- *When –RJH- students done via My Voice*
  - *RES- March 2008*
  - *9<sup>th</sup> grade process March 2008*
  - *K-8 Parents feedback March 2008*

**3. Research if there are gender disparities K-8.**

- *Who – School Counselors*
- *How – To be determined by counselors*
- *When – Done*
- *Program/best practice update at February 2008 Board Meeting*

**4. Review process used to communicate student's Unified Arts skills to parents/guardians.**

- *Who – Principals*
- *How – Curriculum night and report cards*
- *When – Done*

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SEE ALSO: ON-GOING GOALS

### CURRICULUM

#### On-going Goals

<b>Goal:</b>
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**To continue the development and implementation of rigorous curricula in all subject areas to ensure that every student in our district is appropriately challenged and learning at their highest level.**

<b>Actions:</b>
-----------------

- 1. Enhance professional development in the area of differentiated instruction. Teacher's professional goals will target providing for the range of pupil needs through differentiated instruction.**
  - *Who – Administration*
  - *How – Resources/training*
  - *When – On-going*
  - *RJH & 2 staff to workshop discussion at staff meetings – January 2008*
  
- 2. Align curriculum to state standards.**
  - *Who – Administration*
  - *How -- Professional development/learning communities and Tech Paths electronic curriculum mapping; review by Curriculum Coordinator*
  - *When – On-going*
  - *Dr. Heather Driscoll – CORE meetings*
  
- 3. Continued review of co-curricular athletic program with semi-annual recommendations.**
  - *Who – Administration, athletics committee*
  - *How – Recommendations to Board*
  - *When – February and August Board Meetings.*
  - *RJH – Athletic Council: Mrs. Balboni, Dr. Cushing, Mr. King*

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### COMMUNICATION

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**To expand existing and/or develop new opportunities for communication that support mutual respect, common purpose and shared support among all members of the school community.**

<b>Actions:</b>
-----------------

**1. Update the Board on the integration/communication between the schools.**

- *Who – Principals*
- *How – Scheduled meetings, technology, etc.*
- *When – Twice a year*
- *Mr. Pollet and Ms. Richardson meet regularly; meet with Technology Director twice a month*

**2. Post information on school web sites.**

- *Who – Administrators and their staff; School Board for its site*
- *How – Posting*
- *When – On-going*
- *Still improving – January 2008*

**3. Hold two open forums a year for parents and town citizens to share thoughts, compliments, ideas and concerns about Rye schools.**

- *Who – Principals' Advisory Committees*
- *How – Publicized open forum*
- *When – Two times (2x) a year*
- *Special Issues 2x a year, PAC monthly RES, 6 weeks RJH*

**4. Continue quarterly reports on the implementation of the formal Communications Plan.**

- *Who – Administration and Board Communications Committee representatives*
- *How – Reports to Board*
- *When – Quarterly*

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### LEADERSHIP AND ORGANIZATION

#### On-going Goals

<b>Goal:</b>
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**Continue to inspire and direct a culture of excellence that supports the School District's mission to meet every child's academic, social, physical, and personal needs using the New England Association of Schools and Colleges (NEASC) Leadership Standards as a guide.**

<b>Actions:</b>
-----------------

- 1. Enhance and support a culture of mutual respect, inclusion (employees, students, parents, community members), common purpose, and shared support among all members of the school community (quality service focus).**
  - *Who – Administrators*
  - *How – Leadership by Principal;*
  - *When – Report out in monthly pre-board reports*
- 2. Promote opportunities that support a school climate that is inclusive, positive, respectful, safe, and orderly and encourage pride, growth, renewal, and constructive risk-taking among students and staff.**
  - *Who – Administration and staff*
  - *How – Meeting with staff, input from parents, frequent visits to classes by administration, increased visibility of administrators*
  - *When – Report out in monthly pre-board reports*
  - *Rachel's Challenge – Spring 2008*
- 3. Continue to foster a relationship with UNH to take advantage of their student internship program.**
  - *Who – Curriculum Coordinator*
  - *How – Continued contact with UNH Student Teacher Program Coordinator*
  - *When – Accepted into program – Rye is currently wait-listed.*

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### BUDGET

#### On-going Goals

<b>Goal:</b>
--------------

**To develop a fiscally responsible budget that supports the Rye District's mission.**

<b>Actions:</b>
-----------------

**1. Review the school budget preparation process.**

- *Who – School Board, Administration, Business Administrator*
- *How – monthly meetings; one-time report on comparison with Greenland*
- *When – Greenland report by August, 2006; review is on-going*

**2. Review the process for actively monitoring school budgets.**

- *Who – School Board, Administration, Business Administrator*
- *How – monthly meetings*
- *When – On-going*

**3. Search for sources of additional grant money.**

- *Who – Administration*
- *How – report / on-going*
- *When – Budget cycle*

**4. Continue to identify opportunities to share resources across the two schools (i.e., technology, custodial, and other areas).**

- *Who – Administrators*
- *How – Report to School Board*
- *When – On-going*

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**Meaningfully measure the schools' progress on the District's mission, identifying successes to celebrate and areas to improve. Where improvement is needed, efficiently implement an effective improvement plan.**

<b>Actions:</b>
-----------------

**1. Continue to evaluate our schools compared to peer schools to gather information that relates to Rye School Board goals.**

- *Who – School Board Peer Schools Committee with Administration*
- *How – Research/Report*
- *When – Ongoing*

**2. Support the SAU 50 / School Goals for the 2007-2008 school year:**

- Implementing the core requirements of the Professional Development Master Plan
- Continually improving our implementation of an inclusionary model of instruction
- Using curriculum mapping technology to document curriculum evolution, improvement, and alignment with State curriculum standards
- Providing job-embedded training for teachers
- Adopting and implementing an SAU-50 Technology Vision Statement approved and recommended by Rye's Technology Director
- Unifying the SAU-50 Schools wherever beneficial to Rye as well as the SAU.
- Continuing to improve our relationship with the Portsmouth School District
- Continuing to review and update SAU-50 central office procedures in order to maximize resources and support for the schools.

- *Who – School Board*
- *How – Provide resources*
- *When – 2007-08 school year*

**3. Continue to administer a written exit interviews for the parents of all students withdrawing from the Rye School District.**

- *Who – RES or RJH Guidance & Administration*
- *How – exit interview form and meetings*
- *When – upon notification of withdrawal*

**4. Continue the formal evaluation process for non-tenured teachers.**

- *Who – Administration*
- *How – Presentations to Board*
- *When – January School Board meeting each year.*

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