

Lisbon School Department Goals

for

2015 - 2016

**Richard A. Green E.dD.
Superintendent of Schools**

GOAL 1: TO IMPROVE ACADEMIC ACHIEVEMENT TO ENSURE SUCCESS FOR ALL STUDENTS.

Objective 1: The Superintendent will facilitate work to align and implement all curricula and assessments with Maine's Learning Result's and the adopted Common Core Standard's including and State Mandated Initiatives.

- The Superintendent will continue to present new curricula to the School Committee for their review as revisions are made to the local Curriculum/Assessment System.
- Administration and staff will provide presentation(s) to the School Committee on updated curriculum and assessments.
- Students and staff will provide presentation(s) on the implementation of curriculum, assessments, and work students have completed to meet the Maine Learning Results and Common Core Standard's.
- Administration and staff will provide presentation(s) to the School Committee on assessment results from state mandated and locally developed assessments.
- The Superintendent will provide updates on the Strategic Educational Plan through consultation with the Planning Team, Administration and Staff.

Objective 2: The Superintendent will ensure staff has the skills, knowledge and materials necessary for the implementation of best practices in education by providing financial support for staff development and needed materials through the budget process and through grant applications.

- The Superintendent will work with the School Committee and the community to provide appropriate levels of funding for professional development activities, which support the development of challenging and varied instructional strategies, assessments and curricula. Administration will continue to look at ways to provide quality professional development opportunities for staff on-site.
- Administration and staff will apply for NCLB (No Child Left Behind) grants from the Federal Government. They will actively seek additional grants to support professional development activities and other projects.
- Administration and staff will provide varied, meaningful, and challenging learning opportunities and assessments to ensure all students are provided with the opportunity to meet the requirements of the Maine Learning Results.
- The Superintendent will ensure that Higher Order Thinking Skills will have a central place in instruction and assessments.

Objective 3: The Superintendent will support raising student aspirations related to post-secondary education.

- Administration and staff will continue to implement program elements that support raising student aspirations with the goal of increasing the number of students who are involved in post-secondary education following high school.
- Administration and staff will continue to make follow-up contacts with graduates to determine the actual number of students attending a post-secondary institution and the completion rate for those enrolled. The results of these contacts will be reported to the School Committee.
- Administration will report on drop-out and completer rates as reported by the State Department of Education. High School administration and staff will create a plan to increase the completer rate and decrease the drop-out rate.

GOAL 2: TO DEVELOP A RESPECTFUL AND SUPPORTIVE CULTURE IN THE SCHOOLS AND THE LARGER COMMUNITY THAT BUILDS PRIDE IN OUR STUDENTS, OUR SCHOOLS, AND THE COMMUNITY.

Objective 1: The Superintendent will continue to include "Good News and Recognition" as an agenda item for each business meeting in an effort to acknowledge efforts on behalf of our students.

- Administration and staff will recognize administrators, staff and volunteers for efforts on behalf of our students and for honors received for exemplary practices and programs.
- Administration and staff will recognize individual students, alumni and team achievements.

Objective 2: The Superintendent will work with the School Committee to improve relationships with staff and the Association.

- The Superintendent will recognize the achievements and accomplishments of individual staff members and teams of teachers.
- Administration will regularly contact the media to highlight the efforts of staff to improve our educational program.
- The Superintendent will encourage administration to continue to work collaboratively with the Association to resolve issues and recognize staff.
- Administration will support new staff so employees can work effectively in their new positions.

Objective 3: The Superintendent and the School Committee will work with the Association to successfully resolve LAA, LEA and LESP negotiations.

- The Superintendent and School Committee will use data to identify issues and share that data with the Association.
- The Superintendent and School Committee will respectfully consider all issues raised through the negotiations process.
- The Superintendent and School Committee will work to resolve issues while balancing the needs of both the Association and the community.

Objective 4: The Superintendent and the School Committee believes that ALL students and employees are entitled to a safe and harassment-free school environment. The Superintendent will work with administration and staff to identify and address bullying within the school setting. The Superintendent will also lead by example by treating each other, administration, staff, students and taxpayers with respect in meetings and communications.

- The Superintendent will provide information to staff, parents and students identifying bullying, as well as, the school's procedures to report incidents and consequences of bullying behavior.
- The Superintendent will serve as a model for respectful behavior. Procedures shall be rewritten with staff's response to aggression, consistently focusing on reducing aggression by encouraging students to report aggressive behavior and avoid putting the blame on the targets. Bullies will be held accountable for their own actions.
- The Superintendent will work closely with local law enforcement when technology harassment becomes apparent through the school's investigation.

GOAL 3: TO PROVIDE EFFECTIVE TWO-WAY COMMUNICATION WITH ALL STAKEHOLDERS OF THE LISBON SCHOOL DEPARTMENT.

Objective 1: The Superintendent will keep the School Committee and the larger community informed of educational progress, accomplishments, and needs of the system.

- The Superintendent will ensure the School Committee holds open deliberations of issues at meetings and encourages public participation.
- The Superintendent will facilitate focused public hearings/workshops to improve communications and understandings about educational issues and needs.
- Administration will inform the School Committee about any grant applications to support student learning.
- Contacts with area newspapers will be made to increase published information about our schools.

Objective 2: The Superintendent will continue to improve and enhance its website to ensure updated and accurate information is available to the public.

- The website will continue to be analyzed and revised to make it easier to find information needed by parents and the larger community.
- The information provided via the website will continue to be updated on a regular basis to ensure it is pertinent and informative.

Objective 3: The Superintendent and School Committee will continue to explore cost saving measures through discussions with the Town Council.

- The Superintendent and a School Committee member will meet with the Town Manager and Town Council Leaders to consider shared services and/or joint bidding practices.
- The Superintendent and School Committee will keep the Town Council informed about discussions regarding possible facilities improvements that may require bonding.

GOAL 4: TO PROVIDE AND MAINTAIN SECURE, SAFE, SPACIOUS, ACCESSIBLE FACILITIES.

Objective 1: The Superintendent will continue to ensure that there is a 3-5 year maintenance plan in place for all four building facilities and grounds.

- Administration will update the 3-5 year maintenance plan for each facility and related grounds.
- The Superintendent will support the School Committee as they consider the maintenance plan while developing the 2015-2016 budget.
- The Superintendent will be responsible for coordinating and scheduling required Facilities Committee Meetings.
- The Superintendent will serve on the Lisbon Facilities Committee and communicate their recommendations, in regard to LHS facility related issues, directly to the School Committee.
- The Superintendent will coordinate efforts with the Route 196 Committee in regard to the development of a 30 year plan for the towns of Lisbon and Lisbon Falls.