

WILLIAM FLOYD SCHOOL DISTRICT

2019-2021 GOALS AND OBJECTIVES

Domain I: Leadership & District Culture

Goal: The district will provide leadership in establishing a climate that empowers others, develops a shared vision, helps shape school culture and climate, and understands multi-cultural and ethnic differences.



Objectives:

A: Create a school culture that is safe, structured, and nurturing resulting in a school building climate that is conducive to student learning.

B: Promote academic rigor that focuses on learning and excellence for schools.

C: Develop, implement, promote and monitor continuous improvement processes.

Domain II: Policy & Governance

Goal: The district will formulate internal and external district policy, define mutual expectations of performance with the Board and demonstrate good school governance to staff, students and the community at large.

Objectives:

A: Advise the Board on the need for new and/or revised policies and administrative regulations.

B: Implement all policies of the Board.

C: Implement federal and state policies, laws and regulations.

D: Develop administrative procedures for implementing Board policy and enforcing all policies, laws, rules and regulations.

Domain III: Communications & Community Relations

Goal: The district will establish and maintain effective, responsive, two-way communication with students, staff, parents, and the community, including beneficial relationships with the media.

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Objectives:

A: Promote involvement of all stakeholders about the direction of education in the district.

B: Develop a plan to engage the diverse populations in our community and promote and expect a school-based climate of tolerance, acceptance and civility.

C: Keep the public informed about educational practices, trends, policies and problems in the district's schools.



Domain IV: Organizational Management

Goal: Resources will be effectively allocated after a careful analysis of the data and consideration of the needs of internal and external expectations.

Objectives:

A: Develop a responsible budget that gains residents' support and approval on the first vote.

B: Develop a multi-year budget for continued discussion and fiscal responsibility.

C: Complete district-wide capital improvement plan on time and on budget, ensuring highest return on investment.

D: Maintain an inventory cycle to replace or restore district assets, equipment, supplies and texts.

E: Continue to investigate and present options for reducing district wide expenditures wherever possible.

F: Demonstrate budget management including financial forecasting, planning, cash-flow management, account auditing and monitoring.

G: Develop and monitor long-range plans for school and district technology and information systems making informed decisions about computer hardware and software, staff development and training needs.

H: Evaluate plant needs and make recommendations regarding improvements, alterations, changes, and future plans in the districts' buildings and equipment for safety and efficiency.

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Domain V: Curriculum Planning Development



Goal: Provide a continuously challenging and rigorous academic curriculum for all students.

Objectives:

A: Establish/revise curriculum and program planning to address college and career readiness, increase student engagement, support underserved students and raise our graduation rate.

B: Involve faculty and stakeholders in enhancement and renewal of curriculum to ensure alignment of curriculum, instruction and assessment.

C: Create structures to measure the viability of our curriculum and ensure that each stakeholder has access and knowledge of how to utilize the data to inform practices.

Domain VI: Instructional Leadership

Goal: Teaching techniques and instructional resources will be used to maximize student achievement.

Objectives:

A: Increase:

- students performing at proficiency and mastery levels for all students and subgroups;

Targets:

- At or above New York State Proficiency
- At or above Suffolk County Proficiency
- Top of Socio-Economic Status (SES) group (50% or greater Free & Reduced lunch)

B: Increase:

- high school graduation rates;

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Targets:

- 90% of students within the assigned cohort will graduate within 4 years
- Continuous improvement from prior year for each reportable sub-group (SES, SWD and ethnicity, ELLS).



C: Decrease:

- student suspension;

Targets:

- Removal from NYSED Indicator 4B status, for disproportionate suspensions of students with disabilities

Domain VII: Human Resources Management

Goal: The district will recruit and retain a highly-qualified and diverse workforce that meets student needs.

Objectives:

- A:** Implementation of the revised Annual Professional Performance Review (APPR) plan according to §3012d of the NYS Education Law.
- B:** Demonstrate use of system and staff evaluation data for personnel policies, decision making, promotion of career growth and professional development.
- C:** Develop a diverse workforce reflective of our student body and community.
- D:** Establish effective compensation, base wages, and benefits, for exempt and non-exempt workers, including negotiating bargaining agreements that are sensitive to students' needs, budgetary constraints, and fair to our staff.
- E:** Monitor the required district procedures in order to stay in compliance with federal, state and local regulations.

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F: Identify and apply appropriate policies, criteria, and processes for the recruitment, selection, induction, compensation and termination/separation of personnel.

G: Recommend the number and types of positions required to provide proper personnel for the operation of the school district.



Domain VIII: Values & Ethics of Leadership

Goal: Appropriate value systems, ethics and moral leadership will be modeled including multi-cultural and ethnic understanding.

Objectives:

A: Exhibit multi-cultural and ethnic understanding and sensitivity.

B: Manifest a professional code of ethics and demonstrate personal integrity.

C: Model accepted moral and ethical standards in all interactions, in every classroom, every school, and throughout the district.

D: Explore and develop methods of finding common ground in dealing with difficult and divisive issues.

Domain IX: School Safety and Security

Goal: Promote a culture in which the district works with all employee units to promote a safe learning environment, which is conducive to achieving the academic and social-emotional goals of all students.

Objectives:

A: Continue the practice of establishing policies and procedures for response to emergency situations such as those requiring evacuation and lockdown, and remaining compliant with NYSED regulations.

B: Review of all building-level plans with the Suffolk County Police Department and the Department of Homeland Security to maximize safety and the efficient implementation of safety plans.

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C: Communication and ongoing review of school safety plans with all school personnel (incorporating all employee units) so that staff responsibilities and expectations are clear.

D: Law enforcement observation of multiple drills conducted at various times and school buildings.

E: Safety training for staff members, including but not limited to: lockdowns, canine sweeps, evacuation drills, and “Stop the Bleed” training sessions.

