

WILLIAM FLOYD SCHOOL DISTRICT

GOALS AND OBJECTIVES

(2009-2010)

DOMAIN 1: LEADERSHIP AND DISTRICT CULTURE.

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

Objective 1: Establish a highly effective and cohesive District Office Administrative Team.

Objective 2: Establish a culture of collaboration focused on a shared vision and students' needs.

Objective 3: Maintain a positive and supportive working relationship among the district's governance team.

Objective 4: Develop a plan to engage the diverse populations in our school-community.

DOMAIN 2: POLICY AND 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.

Objective 1: After a complete review of new and old Administrative Regulations aligned with Board policies, a manual will be developed and disseminated to all administrators and all employees will receive copies of required policies and pertinent regulations.

DOMAIN 3: COMMUNICATIONS AND COMMUNITY RELATIONS.

GOAL: The District will establish and maintain effective, responsive, two-way communications with students, staff, parents, and the community including beneficial relationships with the media.

Objective 1: Promote involvement of all stakeholders about the direction of education in the District.

Objective 2: Design a structure to effectively work with the media.

Objective 3: Reconnect alumni with the District.

Objective 4: Develop a plan to engage the diverse populations in our community and promote and expect a school-based climate of tolerance, acceptance and civility.

Objective 5: Develop a plan to increase family involvement.

Objective 6: Explore the feasibility of an Education foundation, (a privately operated, nonprofit organization), designed to augment, supplement, or complement programs and activities currently being provided by the district.

Objective 6: Seek input about school district instructional programs from student groups.

DOMAIN 4: 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.

Objective 1: Develop a responsible budget for the 2010-11 school year that gains residents' support and approval on the first vote.

Objective 2: Conduct a bidding process for transportation that results in the lowest possible cost for the District and follows all appropriate processes and protocols.

Objective 3: Implement the third of a multi-year district technology plan.

Objective 4: Implement the EXCEL building project on schedule and within budget.

Objective 5: Continue to strategically plan for maintaining safe and efficient facilities that are responsive to the needs of our students.

Objective 6: Establish a plan for the future of the Moriches Red Schoolhouse

DOMAIN 5: CURRICULUM PLANNING DEVELOPMENT.

GOAL: Provide a continuously challenging and rigorous academic curriculum for all of the students that are current with the latest designs in curriculum, teaching, learning and testing theories.

Objective 1: Develop a core curriculum design and delivery system.

Objective 2: Establish curriculum planning to anticipate occupational trends and school-to-career needs.

Objective 3: Use child development and learning theories in creating developmentally appropriate curriculum and instruction.

Objective 4: Refine the use of dashboards and school and department improvement plans.

Objective 5: Revise and implement the character education program to address the development of respectful and well-prepared individuals who are equipped to become productive and innovative members of their school and our society.

DOMAIN 6: INSTRUCTIONAL LEADERSHIP.

GOAL: Teaching techniques and instructional resources will be used to maximize student achievement; including best practices and research as well as sensitivity to the diversity within the community and District.

Objective 1: Increase the percentages of students performing at proficiency and mastery levels; improve students' average daily attendance; improve high school completion rates; increase the academic performance of our special education students; increase SAT scores and student participation; and decrease the number of students being suspended from school. This includes students from all disaggregated groups including: special education, English Language Learners, poverty, race and ethnicity, and gender.

Student Performance Targets: The District and all schools are expected to increase student performance at every grade level, in every subject area on New York State assessments, required Regents examinations, high school completion, and attendance and reduce the variance (close the gap) between William Floyd and the highest performing school districts in each category:

- New York State
- Suffolk County
- Socio-Economic Status (SES) group (30% or greater F&R lunch)
- Brookhaven Town
- large school districts

No school or the district in any negative designated status

Objective 2: Increase the percentage of middle school students entering 9th grade with two high school credits.

Objective 3: Increase the use of effective interactive whiteboard technology in classroom instruction

DOMAIN 7: HUMAN RESOURCES MANAGEMENT.

GOAL: The District will recruit and retain a highly qualified and diverse workforce that meets student needs, and improves the District's ability to reach its goals.

Objective 1: Assist District Administrators in strategically determining staffing needs as well as recruiting and hiring employees for instructional, non-instructional and administrative openings

Objective 2: Assist employees in accessing information quickly and efficiently;

Objective 3: Develop a diverse workforce reflective of our student body and community.

Objective 4: Establish effective compensation, base wages, and benefits, for exempt and nonexempt workers, including negotiating bargaining agreements that are sensitive to students' needs, budgetary constraints, and fair to our staff

Objective 5: Monitor the required District procedures in order to stay in compliance with Federal, State and local regulations.

Objective 6: Assist non-instructional employees in their growth in knowledge and experience through professional development.

DOMAIN 8: VALUES AND ETHICS OF LEADERSHIP:

GOAL: Appropriate value systems, ethics and moral leadership will be modeled including multicultural and ethnic understanding.

Objective 1: Exhibit multi-cultural and ethnic understanding and sensitivity.

Objective 2: Manifest a professional code of ethics and demonstrate personal integrity.

Objective 3: Model accepted moral and ethical standards in all interactions, in every classroom, every school, and throughout the District.