

2024 Subcommittee Improvement Plans

Policy sub-committee goals

- Review and recommend changes in district policies and regulations, especially those that can potentially fulfill the objectives of the strategic plan.
- Ensure RSD 17 policies and regulations are following all state and federal laws and requirements.
- Ensure RSD17 is educated and effectively using its policies in general and to support the strategic plan.

P&E sub-committee goals

- Provide the Superintendent with annual goals, evaluation criteria, recognition, and coaching to support him/her in completing their job effectively
- Complete Superintendent year-end evaluation and update contract as negotiated
- Complete effective negotiations with the various bargaining units
- Review annual hiring practices and cost implications through the staffing plan
- Review staff evaluation processes, completion, and T-Eval system is being fully utilized
- Review and report on staff attendance and indicators
- Review and report on school culture surveys for Values adoption
- Facilitate personnel-related hearings as necessary for all personnel, student, or bargaining unit matters

Communications sub-committee goals

- Collaborate with the Superintendent and Owner's Representative to communicate the school district's Master Plan and referendum. (UNDERNEATH MATRIX)
- Collaborate with the Superintendent to communicate the school district's strategic plan, 2024-25 Budget, and any other Board key events. (UNDERNEATH MATRIX)
- Create a Board Communication Matrix that provides consistency, transparency, and accountability for Board communications, both statutorily (to BOS) and to the community (MATRIX)

Curriculum sub-committee goals

- Monitor and review HKMS math schedule restructure, plans, and progress (SOP 2.5)
- Monitor and review PDEC, staff professional development plans, and progress, including potential impacts to school budget and school calendar (SOP 2.6)
- Monitor and review staff professional development plans and progress. (SOP 1.1 and 2.4)
- Monitor and review timing, results, outcomes, and plans for enacting findings from the Special Education audit. (SOP 1.5)

- Monitor and review updates to the RSD17 Multi-tier Support System (SOP 1.1)
- Monitor and review district plans for decreasing student absenteeism rates and monitor district absentee rates. (SOP 1.2)
- Monitor and review curriculum council plans and progress (SOP 1.1)
- Monitor and review the status of newly enacted curricula (HS course, health, reading instruction, etc) and plans for new curricula (HS history track, personal finance, reading). Monitor and review textbook purchases. (SOP 1.1)

Finance sub-committee goals

- Improve financial reliability and accountability of the RSD17 Business Office through oversight of capacity improvement, structured leadership with increased supervision, and full utilization of financial systems.
- Continuously improve District forecasting capabilities through regular review of financial reporting and recommendations for improved processes.
- Ensure special education audit recommendations are budgeted and monthly financial controls of special education result in improved forecasting of associated expenses.
- Monitor that the district budget aligns to approved long-term capital and maintenance plans to ensure that objectives are met.

Facilities sub-committee goals

- Collaborate with the District, Owner's Rep, Architects, and Community (including towns and Boards of Finances) to develop master plan options with cost estimates and finalize a preferred option put forth for a referendum.
- Oversee the completion of a long-term master capital plan.
- Facilitate the review, implementation, and approval of the annual maintenance plan and projects.
- Monitor completion of security audit and ensure recommendations are included in the strategic plan and budgeted for.
- Prioritize and monitor maintenance activities using recently completed building assessment and semiannual school inspection process and monitor progress and cost to completion

Strategic Planning Committee-As-A-Whole goals

- Go live with a community dashboard that monitors our Critical Measures of Success for fulfilling the strategic plan
- Conduct annual planning sessions with the Board and Executive Administration team prior to the school year that:
 - Identifies critical priorities and strategies for the upcoming year from the strategic plan and a systematic way to meet those needs (strategies)

- Collaborate with Personnel and Evaluation Subcommittee to align Superintendent goals & CIP plans to those objectives and strategies (will move to P&E after this year)
 - Determine if any strategy adjustments need to occur based on review of relevant data and metrics
- Create a standardized process for regular reporting on strategic plan priorities and objectives and monitoring of strategic plan metrics during full Board meetings.
- Create a Board self-evaluation process tied to Board goals and annual professional development to improve board efficiency and governance.