

School District

School District Goals and School Improvement Goals

I. Purpose

The purpose of this policy is to ensure that annual districtwide staff development and school improvement action goals are implemented.

II. General Statement of Policy

The school district believes that annual goal setting is an important part of the school district's and individual school's improvement process. Educational improvement is a cyclical and continuous process that includes the steps of data analysis, planning, goal implementation and evaluation. The process must connect the district's strategic plan, annual district goals, annual school improvement goals, achievement data, other data and staff development to improve learning for all students.

III. School District Goal Setting

The school district shall establish annual improvement goals based on the district's strategic plan, assessment data and other data. The goals shall be approved by the school board prior the start of the school year and shared with the community in a district publication. The district administration will be responsible for implementing the goals. The assessment results of the goals shall be shared with the school board periodically throughout the year and with the public at the conclusion of the school year.

IV. Staff Development Plan

The school district shall establish annual staff development and training goals. The goals shall align with the district's strategic plan and annual improvement goals. The plan will be implemented by a district committee with representation from the school administration and teaching staff.

The implementation of the plan will be completed in accordance with state statute. The actions and activities of the plan will be coordinated with the approved school calendar.

V. School Improvement Goals

A. School improvement goals will complement the district's strategic plan and annual goals.

- B. Accomplishing the improvement goals will be completed at the school site level with the help and support of district administration.
- C. The assessment and evaluation tools will include the following categories:
- Student assessment
 - Satisfaction surveys (i.e. students, parents, staff)
 - Participation measures (i.e. attendance, completion rates)
- D. The developed goals at each school building level shall be:
- specific and strategic
 - measurable
 - attainable
 - results based
 - time bound
- E. The goals shall be implemented via the school site councils and focus on:
- student achievement
 - learning
 - curriculum
 - mission, vision, values
 - staff development and training
- F. The specific process and timeline for implementing the goals will be established by the district administration.
- G. The school site council shall be a key component in the development, implementation and assessment of the building site goals. The council will be reflective of the building site's culture and have input from staff, parents, students and administration. Specific definitions of the team are outlined in school district's decision making process.