

## ECSDM Board of Trustees - Goals SY2024-2025

### **On-Boarding**

**Goal:** The board will support new board members by streamlining processes to ease their orientation to the board.

#### **Objectives:**

- The board will review and, if necessary, revise the “New Board Member Guide” to ensure it comprehensively outlines the board’s roles, responsibilities, standard operating procedures/norms, protocols, committees, and essential information for new members. This updated guide is scheduled for completion by February 2024. Once finalized, it will be distributed to all current board members. The District Clerk will ensure that all newly elected board members receive copies of the guide by May 30, 2025, following their election.
- Over the summer, the board president and superintendent will engage new board members in a tour of facilities and introductions to key staff members.
- Following the election in May, Board Officers will determine an appropriate mentor for newly elected board members. This mentorship is designed to ensure members new to board service are prepared, confident, and supported in their transition, without impeding district progress.
- Monitor the success of placing a student representative on the BOE and make any modifications to enhance the program.
- Facilitate the seamless integration of new Board of Education members into committee roles by providing comprehensive orientation and support, ensuring they are well-informed about committee responsibilities, procedures, and expectations.

### **Board Operations**

**Goal:** The board will work to improve effectiveness by collaborating on the creation of references that will streamline board operating procedures.

#### **Objectives:**

- The board president and vice-president will create, and the board will approve, a presentation calendar to schedule board-requested presentations. This calendar will be created over the summer and will include collaboration from the superintendent of schools to ensure success for presentations throughout the school year.
- The board president and vice-president will create, and the board will approve, a calendar that identifies deadlines for board member activities, such as completing the board self-evaluation, superintendent evaluation, professional development, etc. This calendar will be created over the summer.
- Ensure consistent and transparent communication from board leadership.
- Organizing quarterly team-building workshop sessions to facilitate information sharing and roundtable discussions, allowing for more collaborative engagement beyond the constraints of executive sessions and public meetings.
- Oversee the development of informational sessions designed just for the board that enhance effectiveness and transparency for budget development, financial forecasting, and capital improvement planning to ensure efficient and informed decision-making.

### **Superintendent Evaluation**

**Goal:** The board and superintendent will collaboratively research and adopt an evidence-based, goal-driven, and objective superintendent evaluation process designed to develop and support the superintendent.

**Objectives:**

- The board and superintendent will establish a timeline that indicates key milestones and persons responsible for milestones in the evaluation process.
- The board will complete the evaluation under the legal requirements of the state
- Monitor the Superintendent's oversight of the employee evaluation process to ensure employees receive consistent supervision and complete documentation of their progress and performance as outlined within their collective bargaining agreements.

### **Scholars First**

**Goal:** The board will ensure that scholars are the first concern in decision-making and priority-setting.

**Objectives:**

- The board will advocate for state policies and practices that support scholars, teachers, and educational leaders as opportunities arise.
- The board will increase the number of BOE presentations regarding scholar programs and services through the implementation of a presentation calendar.
- The board will review data obtained from climate surveys to ensure that the needs of all scholars are being met.
- Oversee and support the implementation of a comprehensive, district-wide strategic plan designed to ensure all scholars achieve improved academic outcomes through effective curriculum, instruction, and support systems.
- Monitor the implementation of professional development programs to ensure that all educators receive targeted training on building strong, positive relationships with scholars enhancing our approach to inclusivity, and ensuring that all classroom environments are welcoming and affirming for every young person.

### **Community Engagement**

**Goal:** The board will design a community engagement plan that seeks to create greater opportunities for district stakeholders to provide input and actively participate in efforts to address complex issues impacting our scholars and schools.

**Objectives:**

- The board will support school events that bring community members into our buildings.
- Enhance the development and performance of student-athletes by strengthening community engagement and involvement in the district's athletic programs.

### **Board Self-Evaluation**

**Goal:** The board will commit to an annual standards-based self-evaluation that is reflective of the board's performance as a governance team.

**Objectives:**

- The board will define its goals before the school year begins or as close to the start of the school year as practicable.
- The board will create and follow a timeline that indicates key milestones in the self-evaluation process.
- The board will complete the self-evaluation by an agreed-upon date.
- Improve the clarity and effectiveness of the Board's committee functions by clearly defining their roles, practices, and procedures.

### **Professional Development**

**Goal:** The board will engage in high-quality, meaningful professional development opportunities to enhance its knowledge, skills, and governance practices that focus on improving positive scholar outcomes.

**Objectives:**

- The board will investigate professional development opportunities for board members and share information at board meetings.
- Newly elected board members will attend all required training by the deadlines established by the NYSSBA guidance documents.
- Board members will seek out professional development opportunities that focus on strengthening their character, mindset, and cultural awareness. This will help ensure that board members are better prepared to create an inclusive environment and support positive outcomes for all scholars through thoughtful and empathetic leadership.

### **Safety and Security (Well-being)**

**Goal:** Enhance safety and security measures across the district to ensure a secure learning environment for scholars and staff.

**Objectives:**

- Obtain regular feedback from stakeholders on their safety concerns.
- Obtain information on ways physical altercations are addressed with presented data to enhance policies for addressing such incidents effectively (for example - through the Code of Conduct committee).

## **Scholar Learning Outcomes**

Goal: Ensure all scholars have access to a culturally relevant, rigorous academic program that is aligned with district standards and focuses on continuous scholar growth.

Objectives:

- Track and evaluate the enrollment and participation rates in key programs and initiatives, including Algebra for All, National Academy Pathways, Puerto Rican/Hispanic Youth Leadership Institute. PRYHLI, the Seal of Civic Readiness, the Seal of Biliteracy, and dual enrollment courses by the end of the 2024-2025 school year. Establish specific targets for each category to ensure increased access to opportunities and higher participation rates, with a focus on expanding academic and career readiness for all scholars.
- Oversee administrations reporting on the NYS Grades 3-8 Assessment in the Fall of 2024 to the school board and community stakeholders throughout the 2024-2025 school year.
- Monitor the progress on the Grading for Equity initiative to the school community during the 2024-2025 school year.
- Oversee the reporting of outcomes on the NWEA early literacy and mathematics assessments from the fall of 2024 and provide updates in the spring of 2025 to the school community.
- Monitor the expected minimum 90% cohort graduation rate for the 2024-2025SY. Report achievement and growth for all scholar groups with emphasis on traditionally marginalized scholars (ELL, SWD, Black).
- Monitor improvement of proficiency in Math and English scores.
- Monitor the continued prioritization of our school partnerships with colleges and universities to enhance the availability of tuition-free college credits offered to high school scholars.
- Oversee the implementation of the new code of conduct and its impact on reducing long-term out-of-school suspension rates, with a focus on increasing in-class instructional time for scholars and ensuring the changes foster a positive and supportive learning environment.

## **Attendance**

Goal: By the end of the academic year, achieve a district-wide average daily attendance rate that is improved over the SY2023-2024 daily attendance rate of 92.5%.

Objectives:

- Monitor progress quarterly against the goal of achieving a 95% average daily attendance rate by reviewing the report provided by the Superintendent of Schools.
- Monitor the implementation of the district-wide Comprehensive Attendance Policy (Policy 7110) to ensure alignment across campuses and standardization of attendance tracking and intervention utilization.
- Monitor monthly progress towards increases in every campus's average daily attendance rate as we continue to make progress toward 95% attendance at all campuses.