

# BOARD GOALS

## DECEMBER UPDATE

(draft - pending BOE member input)

## Academic Achievement

| Board Goal                                                                                                                                                                                                                                                                                                                          | December Update                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Action Steps                                                                                                                                                                                                                                                                                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>The Board will ensure academic achievement is the central focus in decision making by creating and implementing systems and frameworks that prioritize academic success. The Board will work with the administration to prioritize teacher retention, training and recruitment to support achieving academic success.</b></p> | <ul style="list-style-type: none"> <li>• Ed/Tech committee discussed NJSLA results and comparative data with district leadership. The committee then discussed with Dr. Hart ways to address student performance issues across the district with emphasis on 3rd grade and Middle School.</li> <li>• Teacher retention to be prioritized at all times as staff changes have impacts on curriculum fidelity and important consistency for our learners. The personnel committee is informed of staffing updates and reported out that there have been no staffing changes at RMS, HBS and TBS and the 1 resignation at WHS is covered with a temporary replacement while the search for full replacement continues. Short-term coverages are stable.</li> <li>• The AI working committee has met and is working on data collection.</li> <li>• A new professional development website has been created and is in use for an improved experience and better tracking.</li> </ul> | <ul style="list-style-type: none"> <li>• Monitor key academic priorities, indicators, and metrics.</li> <li>• Review current staffing challenges with administration.</li> <li>• Identify board-level actions (funding, policy adjustments, etc)</li> <li>• Support training and professional development by reviewing progress mid-year and year-end and how they tie to academic goals.</li> </ul> |

## Safety & Security

| Board Goal                                                                                                                                                                                                                 | December Update                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Action Steps                                                                                                                                                                                                                                                                                                                                  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>The Board will work with the administration to upgrade and refine safety and security measures to ensure student and staff safety and continue to maintain a positive school climate for all students to thrive in.</b> | <ul style="list-style-type: none"><li>• Mr. Belske shared his quarterly update with the Ed/Teach committee. Wireless access points are updated at RMS and HBS. This enhances networked based security measures.</li><li>• Updates to software, devices, and network servers are complete or in process to help protect from vulnerabilities.</li><li>• Transportation routes have been discussed and the administration is currently reviewing the data for a report to the Finance Committee.</li><li>• A School Climate survey is planned for this year to gather insight into the learning environment and further academic achievement.</li></ul> | <ul style="list-style-type: none"><li>• Support capital investments in security systems, facilities, and emergency communication tools.</li><li>• Receive regular updates from administration on climate surveys, discipline trends, and programs.</li><li>• Support initiatives that reinforce positive student and staff culture.</li></ul> |

## Governance Protocols

| Board Goal                                                                                                                                                                                                                                           | December Update                                                                                                                                                                                                                                                                                                                                                                                                                                 | Action Steps                                                                                                                                                                                                                                                                                                                                                                                                    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>The Board will conduct a comprehensive review of existing committee protocols and communications across committees and implement recommended actions. The Board will update the Policy Guide and implement a schedule for reviewing policies.</b> | <ul style="list-style-type: none"><li>• The board committees have improved communication by sharing their meeting agendas ahead of time, and sharing out presentations. This goal can be improved upon and needs further discussion.</li><li>• The policy committee continues to work through the new tracking document and have implemented new tools from Strauss Esmay and NJSBA for efficiency in bringing the manual up to date.</li></ul> | <ul style="list-style-type: none"><li>• Assess current committee structure, communication flow, and meeting practices.</li><li>• Gather input from committee chairs to update goal tracking sheet.</li><li>• Implement recommended governance improvements.</li><li>• Update and maintain the Policy Guide.</li><li>• Establish a rolling schedule for policy review (e.g., one section per quarter).</li></ul> |

## Referendum/Strategic Plan

| Board Goal                                                                                                                                                                                                                                                                                                                                                                                                     | December Update                                                                                                                                                                                                                                                                                                                                                                                                                                | Action Steps                                                                                                                                                                                                                                                                                                                                                                        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>The Board will collaborate with the administration to launch enhanced communications to inform community members of the referendum. The board will empower the Finance Committee with the administration to create a capital project plan regardless of the referendum outcome. The Board will facilitate the implementation of the strategic planning process in coordination with the administration.</b> | <ul style="list-style-type: none"><li>• The board has committed to transparency as the referendum projects get underway.</li><li>• The Finance committee has its next meeting in December to work on the capital project plan.</li><li>• Proposals from firms to assist with developing our strategic plan are under consideration.</li><li>• NJSBA reps and Judith Wilson will present to the full board to help with the decision.</li></ul> | <ul style="list-style-type: none"><li>• Collaborate with administration to develop clear messaging for the community.</li><li>• Review plan options and approve a clear path forward.</li><li>• Support the new strategic planning process.</li><li>• Monitor progress at key milestones.</li><li>• Adopt the final strategic plan and ensure alignment with board goals.</li></ul> |