Proposed Board Goals

Goal #1: Educational Excellence and Student Achievement

Action Plan - Goal 1: Educational Excellence & Student Achievement

Dates of Implementation: 2025 CALENDAR YEAR (Jan 1, 2025-Dec 31, 2025)

Goal: Support initiatives that enhance academic rigor, improve student learning outcomes, and ensure a seamless transition to block scheduling.

Action	Who	When	Resources Needed	How will you evaluate?
Develop a district-wide strategy to raise standardized test scores, focusing on literacy, math, and science subjects.	Superintendent and Board Committees	2-year plan with check in in Fall 2025 with results	In concert with Superintendent - Assessment data, professional development programs, curriculum approval, budget allocations for recommended programs Education and Personnel Committee	Monitor improvements in state rankings and test scores.
Work in support of the superintendent to evaluate and enhance Special Education Needs.	Superintendent and Board Committees	2-Year Plan	Review of progress vs Palestis special education report Budget allocation, specialized staff Education and Personnel Committee	Benchmark vs peers in metrics supporting Special Education
Work in support of the superintendent to ensure a smooth transition to block scheduling.	Superintendent, School Principals, Board Committees	Monthly	In concert with Superintendent - Assessment data, professional development programs, budget allocation for recommended programs Education and Personnel Committee	Review teacher and student feedback, make necessary adjustments.

Proposed Board Goals

Goal #2: Moving district forward with innovative options at each high school to balance enrollment

Action Plan - Goal 2: Reviewing Enrollment Balance & individual school programs

Dates of Implementation: 2025 CALENDAR YEAR (Jan 1, 2025-Dec 31, 2025)

Goal: Moving district forward with innovative options at each high school to balance enrollment

Action	Who	When	Resources Needed	How will you evaluate?
Strategic alignment to support a thoughtful approach to balancing resources and opportunities between schools.	Entire Board, Superintendent and Administration, Link-It team	3-year plan with check in in Fall 2025 with results	Review and evaluation of past Strategic Plan and demographic study with Admin team and Board Committees (June 2025) Full Board engages to support strategy and resources required Evaluate and implement innovative solutions to district issues	Monitor enrollment shifts and student interest.
Enhancing or supporting the expansion of specialized programming across the district to support balanced distribution (Past examples include: UP Business Program at Indian Hills, UP Engineering at Ramapo)	Entire Board, Superintendent and Administration	3-year plan with check in in Fall 2025 with results	Review and evaluation of past Strategic Plan with Admin team and Board Committees (June 2025) Full Board engages to support strategy and resources required	Monitor enrollment shifts and student interest.

Proposed Board Goals

Goal #3: Fiscal Responsibility and Strategic Planning

Action Plan - Goal 3: Fiscal Responsibility & Strategic Planning

Dates of Implementation: 2025 CALENDAR YEAR (Jan 1, 2025-Dec 31, 2025)

Goal: Ensure responsible financial management by supporting budgeting, cost-saving measures, and revenue generation

Action	Who	When	Resources Needed	How will you evaluate?
In coordination with the BA and Superintendent, review and revise a 5/10-year capital improvement plan prioritizing necessary projects.	Business Administrator, Facilities Director, Finance Committee	Mar 2026	Architectural assessments, budget forecasts, capital budget plan	Review and approve a finalized budget plans with implementation phases and or project completion.
In coordination with the new business administrator, evaluate the financial health of the district and support administration recommended cost-saving and revenue generating opportunities as well as allocation of resources. (e.g. legal cost eval, facility sponsorship revenue)	New Business Administrator, Board Finance Committee, Auditors	Mar 2026	Financial analysis tools, benchmarking data	Review assessment findings and implement recommended revenue generating and cost-saving measures in 2026.

Proposed Board Goals

Goal #4: Governance, Communication, and Community Engagement

Action Plan - Goal 4: Governance, Communication & Community Engagement

Dates of Implementation: 2025 CALENDAR YEAR (Jan 1, 2025-Dec 31, 2025)

Goal: Foster a culture of collaboration, transparency, and ethical governance while strengthening community engagement

Action	Who	When	Resources Needed	How will you evaluate?
Exceed the required training for board members - annual ethics and governance training	Full Board, Legal Counsel, NJSBA	Annually	Annual ethics and governance training completion Additional training outside of required training (at least one (1) per board member and/or additional group training) Training materials or legal experts	Track board participation and compliance with governance best practices.
Establish information protocols for all board members communications / information.	Board President, Board Members	Ongoing	Development of operational procedures for board communications	Gather input from Board members and Admin team. Ensure consistent dissemination of reports and meeting minutes.
Increase public engagement through newsletters, website updates, media, and community forums.	AAEC Committee Team	Ongoing	Communication Platforms	Number of Platforms Monitor engagement metrics (newsletter open rates, forum attendance, social media interactions).