



Xenia Community Schools Board of Education Goals

Approved May 12, 2014

Superintendent Pro Tem Priorities	Board Goals	Strategies	Measureable Actions	Timing	Board Owner
<p>Improved Communication</p>	<p>*Clarify and understand who we serve, how we serve them, and how what we do contributes to the district’s mission and goals</p> <p>*Share emerging state and national legislative issues and our district’s advocacy efforts and position statement about the local impact</p>	<p>*Increase accessibility of news media to board actions.</p> <p>*Facilitate easy access to board actions via use of website and other relevant venues</p> <p>*Encourage and Enhance citizen and staff participation in board meetings</p> <p>*Increase board members attendance & interactions at school/community programs</p>	<p>*Complete action on acquiring Board Docs/Google Docs/Other</p> <p>*Begin and sustain a “Good News” club to explore and implement new ways to share good news about our District and help the Superintendent share news about the District using a variety of media outlets, including social media</p> <p>*Initiate a “Breakfast with Students” meeting with local students identified by the Superintendent</p> <p>*Utilize Step 2 of Ohio Superintendent Evaluation Tool to set communication goals for Superintendent</p> <p>*Acknowledge specifically one group of volunteers at each regular Board meeting</p> <p>*Each Board member will attend <i>at least one</i> school event per month. <i>Where possible</i>, members should coordinate schedules to assure a Board member is present at all events.</p>	<p>Before 2014/15 school year</p> <p>Before 2014/15 school year</p> <p>Monthly/Bimonthly in 2014/15 school year</p> <p>June 2014</p> <p>Begin 2014/15 school year</p> <p>Begin 2014/15 school year</p>	<p>Board Chair to decide owner</p> <p>Arch Grieve</p> <p>Arch Grieve</p> <p>Arch Grieve</p> <p>Arch Grieve & Board</p> <p>Board</p>

		*Make decision on Listening Tour	*Identify facilitator and when/where the tour will occur	June 2014	Board
Improved Classroom Instruction	*Establish high quality standards and District priorities that are focused on enhancing student achievement	*Understand immediate needs to upgrade curricula, inclusive of Math, 3 rd Grade Reading Guarantee , AP Classes, Writing, and Stem Program and others	*With Superintendent construct an immediate list of changes and additions to our academic program	May/June 2014	N. Washington & Board
			*Approve a District plan for future/ongoing curricular enhancements and obtain regular updates at Board meetings	May/June 2014 & Ongoing	Board
		*Broaden knowledge of -current course offerings at all academic levels throughout the District -current high school graduation requirements at District and state levels	*Participate in work sessions to better understand needed changes in curriculum and instruction based on related data	Fall 2014 & Ongoing	N. Washington & Board
	*Advocate student achievement as a top community priority	*Become knowledgeable about student performance expectations & assessments and follow-up with recommendations to improve student achievement	*Annually review test data (one test subject per meeting) examining historical 10 year data and change from prior year with explanation of cause and potential mechanisms for improvement	Fall 2014 & Ongoing	N. Washington & Board
	*Make funding recommendations to facilitate suggested actions for improved instruction	*Task the technology committee with identification and assessment of current and future technology needs	*Approve and fund a District technology plan and a virtual learning plan	Fall 2014 & Ongoing	Board

	<p>*Employ Highly Qualified Teaching and Administrative Staff</p> <p>*Diversify the Districts workforce</p>	<p>*Via the Superintendent, understand current and future personnel needs within the District</p> <p>*Assure the District's Affirmative Action Plan identifies the composition of the current workforce and proposes timely steps to close existing gaps across all relevant areas/groups</p>	<p>*With Superintendent, create a Succession and Hiring Plan to fill future vacancies</p> <p>*Approve Affirmative Action Plan</p> <p>*With Superintendent, identify recruitment strategies</p> <p>*Utilize brochures, website, social media, and more to communicate the District as a welcoming place for all groups</p>	<p>August-December 2014</p> <p>June-August 2014</p> <p>June-September 2014</p> <p>Begin July 2014 & Ongoing</p>	<p>Board</p> <p>N. Washington & Board</p> <p>Board</p>
<p>Improved Community Outreach – Making Schools More Inviting to Parents and Volunteers</p>	<p>*Develop policies that facilitate broad community involvement</p>	<p>*Identify potential partners by identifying community stakeholders from the following sectors: -Education/Post-Secondary -Business and Chamber -Labor Organizations -Community-Based Groups -Government/Elected Officials</p> <p>*Facilitate the building of bridges between schools and diverse community groups</p>	<p>*Generate annual collaborative agreements that support relationships with the 5 elementary schools, 2 middle schools, and the high school</p> <p>*Generate annual list of volunteers interested in serving on district-wide advisory committees</p> <p>*Negotiate with the City to use facility to broadcast our regular meeting only (will reach our growing senior population) or use our own audiovisual students to do the same</p>	<p>2014/15 school year</p> <p>Summer 2014</p> <p>Fall 2014</p>	<p>C. Marcus, Board & Superintendent</p> <p>C. Marcus & Superintendent</p> <p>C. Marcus, Superintendent & Business Manager</p>

			*Develop annual training program for all community volunteers. Topics can include “How to help our children with homework” or “How to be an effective mentor”	Fall 2014	C. Marcus & Community Outreach Coordinator
			*Develop training program that ensures that volunteers comply with FERPA regulations	Fall 2014	C. Marcus & Community Outreach Coordinator
	*Develop policies that facilitate student achievement and success through the use of volunteers	*Hold joint meetings with locally elected officials to review school successes and priorities for improvement	*Introduce community groups to the school population and district level goals by encouraging the participation of student groups in activities that showcase their talents	Fall 2014	Board & Superintendent
			*Ensure each regular meeting of the Board has a student centered presentation	April 2014 & Ongoing	Board Chair & Superintendent
			*Award a reference book of lasting value to each student recipient of the Pride Certificate	2014 & Ongoing	Superintendent
	*Develop policies aimed at enhancing the school environment	*Articulate values and model behavior that contribute to the human dimension of the school and community environment such as respect for others, civility, integrity, and inclusion	*Communicate importance of community involvement in education to school staff, business, and community stakeholders	Quarterly	C. Marcus, Board, & Superintendent
			*Create a volunteer information and referral process, or speakers’ bureau	Fall 2014	Community Outreach Coordinator

	<p>*Provide seed funding for hiring a part-time (20 hours per week) or full-time (40 hours per week) community outreach coordinator</p>	<p>*Create a formalized process for partnership building</p>	<p>*Be present at and share good news from extra-curricular activities and events, at least one event per month</p>		
			<p>*Create community-based partnerships that provide students and teachers with special opportunities to achieve at their highest potential</p>	July 2014	Board
			<p>*Develop business partnerships that support the development of an Apprenticeship Program aimed at students in grades 5 through 12</p>	2014/15 school year	Board & Superintendent
			<p>*Plan an annual “Back to School” rally aimed at building partnerships and networks with schools and classroom needs</p>	August 2014	Board & Superintendent
			<p>*Encourage redevelopment of “Adopt-a-School” Programs with colleges and universities aimed at encouraging students to pursue post-secondary education</p>	2014/15 school year	C. Marcus, Board, & Superintendent
			<p>*Give quarterly updates to Board on Partners in Education program</p>	2014/15 school year	Superintendent
	<p>*Create a new strategic plan based on input from all stakeholders, facilitator moderated, incorporating techniques of open meetings/nominal group technique</p>	<p>*Begin a strategic planning committee</p>	<p>*Slowly phase out other committees and update or create an entirely new strategic plan within 6 months of inception</p>	2014/15 school year	Board

<p>Give Teachers Needed Resources for Success in the Classroom while being Fiscally Prudent</p>	<p>*Provide funding for continuous improvement, including upgrades for District staff and innovative instructional practices that lead to student success</p>	<p>*Understand current budgeting process steps and procedures (including budget calendar/timeline and type of budget process utilized) beginning with the classroom teacher through the final board approval</p> <p>*Examine funding and explore possibilities to reinstate physical education, music, and art in the elementary schools</p> <p>*Encourage and reward Professional Development of staff</p>	<p>*Annually announce during a Board meeting and in the Gazette, the onset of the construction of the Superintendent’s recommended budget for the next school year. Provide an explanation of the method to estimate revenues and expenditures. Provide an opportunity for public study of the proposed budget and to receive citizen input. Prior to publication to the Superintendent’s budget; schedule a work session to review the budget for potential amendments</p> <p>*Create an easily understandable 5 year forecast for public presentation at Board meeting especially as related to appropriations- twice a year</p> <p>*Using test data to identify academic core areas in need of improvement and establish stipends for tutoring in those areas</p> <p>*Explore the use of District-wide bonus incentives which promote staff ownership for significant improvement in test scores</p>	<p>In time for the beginning of the 2015-2016 school year’s budget presentation</p> <p>Onset of school year 2014-2015</p> <p>Onset of school year 2014-2015</p> <p>In place by August 2015</p>	<p>P. Dillaplain</p>
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			*Decide to purchase new textbooks or convert to computerized medium to support teachers	Start of school year 2014-2015	
Continuously Improve Safety and Security	<p>*Upgrade the District’s current safety and security plan</p> <p>*Create a school climate that encourages students and staff to “Speak-Up” if they see or hear something regarding threats to safety and security</p>	<p>*Work with staff and area law enforcement officials to review current processes and procedures</p> <p>*Identify and resolve potential safety breaches</p> <p>*Assure all students and personnel are trained on safety and security procedures</p> <p>*Provide written and verbal communication emphasizing the sentiment: “If You See Something, Say Something”</p>	<p>*Establish a safety and security committee to propose modifications</p> <p>*Make training a priority at the beginning of each school year and at regular intervals during the school year</p> <p>*In all school classrooms, bathrooms, and meeting areas having signage: “If You See Something, Say Something”</p> <p>*Use website to communicate “If You See Something, Say Something”</p>	<p>August 2014</p> <p>August 2014 & Ongoing</p>	B. Spahr