

## District and Board of Education Goals 17-18

### **2017-18 District Goals**

1. Identify and seek additional revenue sources for the district as a way to help enhance the financial stability, educational offerings and security of the district.
2. Leverage district technology and other appropriate resources to increase community engagement and perception of FLPS.
3. Continue to facilitate the improvement of the curriculum district-wide, including studying the feasibility of additional academy and other educational programs.
4. Oversee the completion of construction and facilitate the integration of the middle school addition into the Fort Lee district.

### **2017-18 Board Goals**

1. Successfully negotiate and sign successor agreements with the Fort Lee Education Association.
2. Work collaboratively with district administrators to develop a comprehensive 5-year strategic plan for the district, with milestones identified at 1-year, 3- years and 5-years.
3. Plan and participate in a board retreat to strengthen board skills and processes.

### **Student Achievement Focus Areas:**

4. Development of additional academy and other educational programs
5. Technology integration into curriculum, potentially to include video capabilities

## 2017 - 2018 FORT LEE BOARD GOALS ACTION PLAN

BOARD GOAL 1: Successfully negotiate and sign successor agreements with the teachers, custodians and secretaries' union.

Major Activities	Board/staff	Resources	Constraints	Timelines	Indicators of Success
Review report from state appointed fact finder.	Negotiation Committee, Superintendent, Business Administrator and Board Attorney and FLEA	Time Commitment of the Committee and administrators	Time to review and meet individually.	8/25/17 - 9/1/17	Response to report from BOE and FLEA.
Schedule negotiation sessions with FLEA.	Negotiation Committee, Superintendent, Business Administrator and Board Attorney and FLEA	Time Commitment of the Committee and administrators	Information for locations and dates from BOE members and FLEA	Schedule a date before 9/30/17	Engage in substantive negotiations to settle the contract.
Come to resolution on outstanding terms of a successor contract	Negotiation Committee, Superintendent, Business Administrator and Board Attorney and FLEA	Time Commitment of the Committee and administrators	Information for locations and dates from BOE members and FLEA	Before 10/30/17	Resolve outstanding issues of contract negotiations and execute a MOA
Ratify contract between BOE and FLEA.	Negotiation Committee, Full Board, Superintendent, Business Administrator and Board Attorney	Time Commitment of the Committee and administrators	Information for locations and dates from BOE members	Before 10/30/17	Ratification by the BOE of a successor agreement.

## 2017 - 2018 FORT LEE BOARD GOALS ACTION PLAN

**BOARD GOAL 2:** Work collaboratively with District Administration to develop a comprehensive 5 year strategic plan, including 1 year, 3 year and 5 year milestones.

<b>Major Activities</b>	<b>Board/staff</b>	<b>Resources</b>	<b>Constraints</b>	<b>Timelines</b>	<b>Indicators of Success</b>
Convene meeting of the Board, possibly at retreat.	Superintendent, Administrative Team, BOE.	Information for locations and dates from attendees	Coordinating meetings and schedules.	Completed	Create a framework of a strategic plan process. Agree on a budget
Hire Consultant	Superintendent, Administrative Team, BOE.	Information for locations and dates from attendees and allocate funds	Coordinating meetings and schedules.	Completed.	Enter into a contract to design and develop a comprehensive strategic plan.
Plan and outline strategy to develop a comprehensive 5 year strategic plan, including 1 year, 3 year and 5 year milestones.	Superintendent, Administrative Team, BOE, planning consultant,	Information for locations and dates from attendees	Coordinating meetings and schedules.	5/1/17 - 6/30/18	Compile feedback and input into a detailed strategic plan.
Meet with stakeholder groups	Superintendent, Administrative Team, BOE, planning consultant, stakeholders and municipal government	Information for locations and dates from attendees	Coordinating meetings and schedules.	10/1/17 - 5/1/18	Obtain feedback and input from stakeholders and representatives of municipal government and incorporate into strategic plan.

Develop and finalize strategic plan.	Superintendent, Administrative Team, BOE, planning consultant, Strategic Planning Coimmittee	Information for locations and dates from attendees. Data collected and analyzed to develop district goals.	Coordinating meetings and schedules.	Before 6/30/18	BOE approved strategic plan.
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## 2017 - 2018 FORT LEE BOARD GOALS ACTION PLAN

BOARD GOAL 3: Plan and participate in a board retreat to strengthen skills and processes.

Major Activities	Board/staff	Resources	Constraints	Timelines	Indicators of Success
1. Schedule a date and location for an all-day retreat for BOE members, Superintendent and Administrative Team.	Full BOE, Superintendent, Administrative Team, Facilitator, Attorney	Information for locations and dates from BOE members.	Coordinating schedules.	12/1/17 - 1/1/18	Date and location for retreat are established.
2. Retain a facilitator and schedule Board Attorney.	Superintendent, BOE President	Costs/fees Materials Location	Time Availability	9/1/17 - 1/1/18	Contract with facilitator. Commitment from BOE attorney.
3. Develop agenda for retreat.	Superintendent, BOE President, BOE members	Meeting time with facilitator.	Time for retreat Multiple topics of consideration.	9/1/17 - 1/1/18	Completed agenda.
4. Conduct BOE Retreat.	BOE members, Superintendent, Administrative Team, Facilitator, BOE Attorney	Meeting space, retreat materials, facilitator.	Attendance Length of retreat	1/1/18 - 6/30/18.	Completing a full day retreat to address Board function and strategic plan. Implementing recommendations into action.

## 2017 - 2018 DISTRICT GOALS ACTION PLAN

DISTRICT GOAL #1 : Identify and seek additional revenue sources for the district as a way to help enhance the financial stability, educational offerings and security of the district.

Major Activities	Board/staff	Resources	Constraints	Timelines	Indicators of Success
1. Increase facility usage/rental by outside groups and organizations.	Superintendent Business Administrator B&G Supervisor	Contact with outside groups. Building use policy and regulations.	Competition for renters.	9/1/17 - 6/30/18	Rental agreements and fees received from outside groups.
2. Provide professional development sessions for other school districts through the development of a PD Academy.	Superintendent Director of Curriculum Business Administrator Supervisors	Trainers and space. Time to organize.	Limited opportunities to charge for training.	10/1/17 - 4/1/18	Registration fees received from school districts.
3. Grant research through NJDOE, USDOE and state organizations.	Superintendent District Administrators Grant Professionals	Grant information. Time for research. Meetings with grant professionals.	Time for investigations. Competition for grants. Costs of grant writing professionals.	10/1/17 - 5/1/18	Increased participation in grants and fund received.

<p>4. Investigate additional cost saving opportunity during budgeting process.</p>	<p>Superintendent District Administrators BOE Members</p>	<p>Meeting time to determine target areas. BOE Committee time</p>	<p>Time to develop bid specs for proposal. Reduced or eliminated programs</p>	<p>9/1/17 - 1/1/18</p>	<p>Additional bid/RFP requests for contracted services. Streamlined budget.</p>
<p>5. Enhance the tuition based, enrichment/advancement offerings for students.</p>	<p>Superintendent Director of Curriculum Business Administrator Supervisors</p>	<p>Staff to teach courses. Prep time. Location/space.</p>	<p>On-line competition. Possible courses that generate interest.</p>	<p>1/1/18 - 6/30/18</p>	<p>Increased student participation and tuition from offered courses.</p>

## 2017 - 2018 DISTRICT GOALS ACTION PLAN

DISTRICT GOAL #2 : Leverage district technology and other appropriate resources to increase community engagement and perception of FLPS.

Major Activities	Board/staff	Resources	Constraints	Timelines	Indicators of Success
1. Increase use of various forms of social media to increase community communication	Superintendent Director of Technology, Tech Staff, District Administrators, District Staff	Meeting Time with various staff.  Training for staff on social media.	Time to schedule meetings.  Time for training. Lack of knowledge for appropriate use of social media.	9/1/17 - 12/1/17	Various social media accounts (facebook, twitter, etc.) operational in district.
2. Increase FLPS presence and information in the community.	Superintendent Directors, Principals, Technology Staff	Location/topics for events (Special Education Parents, Realtors, Testing).  Prep time for staff	Time to plan and attend events.  Staff willingness to participate.	9/1/17 - 6/30/18	Increased number of school-community events and attendance by staff.
3. Increase amount of press releases and public relations opportunities.	Principals, Supervisors	Building information.  Contact information for local newspaper.	Time for development of press releases.  Verification of student permissions.	9/1/17 - 4/1/18	Published press releases and media exposure..



## 2017 - 2018 DISTRICT GOALS ACTION PLAN

DISTRICT GOAL #3 : Continue to facilitate the improvement of the curriculum district-wide, including studying the feasibility of additional academy programs.

Major Activities	Board/staff	Resources	Constraints	Timelines	Indicators of Success
1.Enhancing the district wide PLCs (Professional Learning Communities) to review program/curriculum and identify potential models.	Director of Curriculum Principals Supervisors Faculty Coordinators	PLC Meeting time. Information on course/programs.	Time Cost of new programs	10/1/17 - 5/30/18	Recommendations for curriculum revisions and program development.
2.Conduct blended learning electives at FLHS.	Director of Curriculum FLHS Admins Technology Department	Course research. Technology required Costs of course development Training	Time Costs Technology support Student Interest	9/1/17 - 6/30/186	Blended learning course conducted at FLHS.
3.Survey students and staff for areas of interest.	FLHS Admins Guidance Counselors	Survey tool. Time for administration.	Time to administer survey and compile results	10/1/17 - 12/1/17	Completed interest survey.

4. Encourage engagement in dual enrollment programs (SUPA, FDUPA).	FLHS Principal Guidance Director Counselors	Program of Studies Scheduling & course selection information Parent information	Limited offerings for students. Program costs.	10/1/17 - 1/30/18	Increased number of student enrollment in dual programs.
5. Review LLI (Leveled literacy intervention) data to better articulate curriculum for language arts students.	Director of Curriculum Elementary Principals Supervisors Elementary Teaching Staff	LLI Training & supplies for staff. Time to utilize LLI practices. Meeting with/among staff to discuss program results.	Time for training and follow up discussions.	11/1/17 - 5/1/18	Identified target areas in curriculum. Recommended curriculum revisions/activities.
6. Review PARCC scores to determine strengths/areas for improvement in the district.	Director of Curriculum Elementary Principals Supervisors Teaching Staff	Time at faculty, grade level, team, PLC and department meetings.	Time for discussions and follow up. Stipend for curriculum work.	9/1/17 - 11/1/17	Recommended curriculum revisions/activities.
7. Identify and visit existing academy models.	FLHS Admins Director of Curriculum Supervisors	Program information Travel and visitation time.	Time and availability for visits.	10/1/17 - 4/30/18	Reports/analysis from site visits.

## 2017 - 2018 DISTRICT GOALS ACTION PLAN

DISTRICT GOAL: #4 Oversee the completion of construction projects and facilitate the integration of the Grade 5&6 addition into Lewis Cole Middle School and the Fort Lee School District.

Major Activities	Board/staff	Resources	Constraints	Timelines	Indicators of Success
1. Attend scheduled progress meetings with design team, construction management and contractor.	Superintendent Business Administrator Director of Construction and New Projects	Time to attend meetings. Technology to review and store meetings minutes, RFIs, photos, etc.	Time for attendance at meetings.	7/1/17 - 6/30/18	Substantial completion with certificate of occupancy for addition.
2. Grade 5&6 Transition Administrative meetings.	Superintendent Director of Curriculum Principals Supervisors	Time to attend meetings. Research on teaming, schedules, etc.	Staffing and supply costs. Time to prepare for students	7/1/17 - 6/30/18	Instructional plan for implementation of grades 5&6 in addition.
3. Prepare appropriate budget modifications to accommodate additional needs.	Superintendent Business Administrator District Administrators Finance Committee	Budget prep meetings. Info from county to prepare budget vote. Voting equipments and supplies	2% tax levy increase cap Budget vote required to exceed cap.	9/1/17 - 2/1/18	Modified budget and proposal for exceeding budgetary cap.

4. BOE Committee Meetings (B&G, Finance).	Superintendent Business Administrator Director of Construction and New Projects B&G Supervisor	Schedule of meetings. Minutes from progress meetings. Meeting location.	Availability of members.	7/1/17 - 6/30/18	Minutes of meetings indicating BOE awareness of project status.
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