

# ***FMRSD School Board Long Term Goals for FMRSD 2008-2011***

***FMRSD exists to maximize our children's social,  
artistic, athletic,  
and academic skills.***

## **GOAL I**

Provide safe, secure schools and quality facilities.

### **Performance Indicators:**

- 1.1. Reduce the number of high school out-of-school suspensions from 5-7% each year by 2011.
- 1.2. Pass a bond to renovate FMRHS.
- 1.3. Increase the number of students who participate in the breakfast program by 5-7% each year.
- 1.4. Increase the number of students who participate in the lunch program by 3-5% each year.
- 1.5 All schools will meet the New Hampshire School Approval Standards.
- 1.6 Reduce bus referrals by 5-7 % each year.

### **Actions:**

- a. Continue table-top exercises and/or Mock Drills in each attendance area.
- b. Verify all safety plans are up-to-date and practiced several times yearly.
- c. Develop a Wellness Committee to research and recommend strategies for children and our employees.
- d. Continue to develop and expand the breakfast program.

- f. Review discipline data and determine areas of improvement.
- g. Continue to work with the Clinton Foundation for Healthy Schools and the Team Nutritional National Program.
- e. Implement Second Step Program, an anti-bullying program.
- h. Make bond presentations in all attendance areas, the PAC, Rotary, business partners, site-based teams, etc.
- i. Implement workshops for bus drivers on behavior modification and plans.
- j. Continue to implement iMentors at the high school who educate 6<sup>th</sup> grade students about online bullying.
- k. Implement P.E.E.R.S. program at the high school, an Internet awareness program.
- l. Review and continue to implement the District's Five Year Facilities Plan.

## **GOAL II**

Enhance communication and understanding among staff, parents, students, and community.

### **Performance Indicators:**

3.1 Ensure all policies are current and available to all.

3.2 After establishing a baseline the Effective Schools survey will improve 5-7 percent each year.

### **Actions:**

- a. Update Internet website continually to create a line of communication with all stakeholders.
- b. Continue superintendent visibility at schools and in the community.
- c. Continue the District Parent Advisory Council and Business Meetings.
- d. Adopt environmental and conservation policies and procedures to demonstrate to our community members our interest and involvement in conservation.
- e. Continue to involve the Budget Committee with the issues of the district.
- f. Provide district newsletters at least twice yearly.
- g. Conduct Effective Schools Survey of Staff, Students, and Parents.
- h. Continue to update policies and make available on the FMRSD website.
- i. Update the substitute handbook.
- j. Complete the implementation of Parent Portal.
- k. Update all job descriptions and evaluations.
- l. Update employment packages and intake paperwork.
- m. Develop and implement online policy review and electronic sign-off for staff.

n. Continue to utilize local newspapers to promote the positive aspects of FMRSD.

p. Implement Global Connect in all schools.

q. Track employee attendance via Power School and place an individual report on each employee's pay stub.

r. The superintendent will meet with the president of both Associations and Teacher Council to create and enhance positive lines of communication.

s. Build active site-based committees in all attendance areas and at the high school.

t. Utilize First Class as a means of communication within the district.

### **GOAL III**

Improve student academic performance, while developing the whole child.

#### **Performance Indicators:**

- 2.1. Decrease the dropout rate by 2011 to below the state average.
- 2.2. Ensure 85% of students will be at or above grade level in reading by the end of third grade by 2011.
- 2.3 Increase percentage of seniors selecting post- secondary education by 3% each year.
- 2.4 Ensure all schools perform at or above the state average in NECAP scores.
- 2.5 Increase NECAP scores by at least 5% each year.
- 2.6 Increase average SAT scores in the areas of mathematics, verbal, and writing from 492, 497, and 485 respectively, to at or above the state average.
- 2.7 Retain 90% of 2008-09 hires for three or more years.
- 2.8 Increase the percentage of Paraprofessionals with Para II certification.
- 2.9 Increase the number of IEP students demonstrating proficiency by 10% each year in reading, mathematics and writing.
- 2.10 Increase the number of SES students demonstrating proficiency by 5-7% each year.
- 2.11 Decrease the number of schools who do not meet AYP.

#### **Actions:**

- a. Develop district and school level data teams.
- b. Develop and implement drop out prevention strategies.
- c. Develop and implement an alternative high school, which includes distance learning.

- d. Develop and implement a new VASE program.
- e. Develop power standards that create depth in the curriculum.
- f. Align the Pre-K-13 curriculum to create uniformity.
- g. Implement a Response to Intervention model in Pre-K-5 reading.
- h. Implement NH Scholars Model.
- i. Implement ASCA Model to ensure that every student has access to post secondary opportunities.
- j. Develop and implement competencies at the high school level by the end of 2009.
- k. Continue to implement the District Technology Plan to support learning and teaching.
- l. Hire and retain highly qualified administrators, teachers and support staff.
- m. Conduct exit interviews of all employees.
- n. Implement Read 180 at the high school level.
- o. Implement Running Start, a program where students receive high school and college credit.
- p. Implement the two-tiered diploma.
- q. Coordinate the alignment and adoption of textbooks district wide.
- r. Continue to utilize walkthroughs to gather data about teaching and learning.
- s. Continue to implement best practice strategies (i.e. Marzano)
- t. Provide focused Professional Development for teachers, paraprofessionals, and administrators, which directly correlates to the improvement of student academic achievement (i.e. Collins Writing, mathematics, reading, etc.)
- u. Implement electronic portfolios.
- v. Utilize AASA My College Options to gather information and track post-secondary choices.

## **GOAL IV**

Demonstrate fiscal accountability while meeting the financial and resource needs of the district.

Performance Indicators:

- 4.1. Reduce energy costs/use through conservation by five percent.
- 4.2. Balance our budget each year.
- 4.3 Increase cafeteria sales by 5-7% each year.

### **Actions:**

- a. Adjust staffing levels in relation to student enrollment.
- b. Track custodial supplies by building
- c. Track supply/staff costs by building to determine areas of need/attention
- d. Develop a purchasing system and policy, which supports it.
- e. Search for and implement ways to be more efficient.
- f. Implement bio-diesel usage for all buses.
- g. Conduct an efficiency study of bus routes/capacity.
- h. Write and complete all grant funding.
- i. Utilize e-rate to enhance technology across the district.
- k. Implement Power Lunch, a lunch card scanning program.
- l. Conduct audits of School Activity accounts.
- m. Track deposits.