

2018-19 North Kingstown School Committee Goals

(District Goals Assigned to the Superintendent for Merit Compensation)

Approved, August 28, 2018

Annual goals are district-wide outcomes that ideally should be achievable under the Superintendent's leadership within the current fiscal year, although some goals may extend over multiple years and/or require support or action by organizations outside of the NKSD to accomplish. Goals will have supporting measurable objectives as the basis for evaluating the progress in achievement of the goals. For goals with outcomes that extend beyond the fiscal year or require outside support, the evaluation of the goal will be based on reasonably expected progress within the evaluation period and/or the level of progress under the control of the Superintendent.

- **District Infrastructure:** In conjunction with the NKSC, develop plans to inform the community of the school portion of the November town bond referendum as well as the longer term district infrastructure vision. Assuming approval of the school bond, develop an implementation plan to complete the bond projects in a timely manner with special emphasis on completion of the NKHS Athletic Complex by the start of the 2019-2020 school year.
 - Develop an informational campaign plan by Sept 30th for the November school bond referendum
 - Develop (if bond is approved) an implementation plan for execution of the projects in the bond
 - Progress timelines in the implementation plan for Jun 2019 are met
 - (Longer term) – projects are completed on time and within budget
 - Larger district infrastructure plan developed to support future bond referendum

- **System-wide K-12 Supports for Academic Remediation, Advancement, and Personalization:**
 - Increase Districtwide Coordination of Resources (more resources used districtwide, less school-by-school).
 - Improve Communication to Parents about Personalization, Remediation, and Advancement Resources and Opportunities.
 - Adjust High School and Middle School Programs of Studies requirements to increase opportunities for personalized learning opportunities.
 - Review opportunities for attainment of high school credits for coursework taken in middle school. Modify Graduation Requirements to allow for greater personalization.
 - Continued increased growth percentiles for K-8 Star Assessment and for percentages of HS students accessing rigorous coursework.

- **System-wide programming improvements for social-emotional learning and behavioral supports.**
 - Develop new programming, coordinated district-wide, and aimed at improving social/emotional learning at all schools and at every level.

- **District Organization and Talent Management:** Assess the district's current organization structure and administrative talent management/professional development program. Provide **options** for NKSC consideration on reorganization of the district's central administration to enhance operating effectiveness based on reasonably expected transitions in administrative personnel. Develop or enhance talent management and professional development programming for building administrators and functional area personnel. Refine compensation policy.

- **Career and Tech Education (CTE) Programming/Student Graduation Pathways:** Build on the current CTE programming and advance the personalized learning initiatives existing in the district to provide more college and career readiness options for North Kingstown students and attract/retain out of district students.
 - Complete a 5 year CTE plan that assesses current offerings, provides processes to sustain retained and develop new programming, and develops options to administer the CTE program in an effective manner.
 - Develop multiple graduation pathways for students that takes advantage of personalized learning options and internship/experiential learning opportunities
 - Develop programming such as Independent or Directed Study Programs that nurture independent thinking, creativity and self-direction and allow students to develop individual interests and talents or pursue a topic of interest in greater depth.

NKSC Areas of Interest

Areas of interest are broad topical subjects the NKSC wishes to place special emphasis on during the fiscal year. These areas may not necessarily have specific outcomes, but should have a specific set of actions required to satisfy the desires of the NKSC in focusing on those selected areas.

1. **District Security:** Periodic updates on school district safety assessment, including, but not limited to status on (1) security, crime and violence prevention policies and procedures; (2) physical and cyber security measures including access control, communications, intrusion detection and monitoring, systems, perimeter security, physical design, and related areas; and (3) professional development training and student preparation related to safety and emergency planning.
2. **Community Outreach:** Provide periodic updates and feedback to the NKSC on items of concern, interest, and relevance to the NKSD through personal and direct reports' participation in state, local (including Jamestown), and district associations, groups, and venues with a special emphasis on family engagement opportunities.
3. **Collective Bargaining agreements.** Develop plan for negotiation of expiring collective bargaining agreements.
4. **Special Education.** Provide the committee periodic updates on status of Davisville Academy, out of district student levels, cost, and progression, and general special education programming across the district.

