

LISBON SCHOOL COMMITTEE GOALS for 2020-2021

GOAL 1: TO IMPROVE ACADEMIC ACHIEVEMENT TO ENSURE SUCCESS FOR ALL STUDENTS.

Objective 1: The School Committee will support the alignment and implementation of all curricula and assessments with the Maine Educational Standards.

- The School Committee will review and adopt any revisions to the Comprehensive Educational Plan (CEP). *(School Committee responsibility)*
- Administration and staff will provide presentation(s) to the School Committee on updated curriculum and assessments. *(Administration and staff responsibility)*
- Students and staff will provide presentation(s) on the implementation of curriculum, assessments, and work students have completed to meet the approved state standards.
- Administration and staff will provide presentation(s) to the School Committee on assessment results from the approved state and locally developed assessments. *(Administration and staff responsibility)*

Objective 2: The School Committee will ensure staff has the skills, knowledge and materials necessary for the implementation of best practices in education by providing financial support for staff development and needed materials through the budget process and through grant applications.

- The School Committee will work with the community to provide appropriate levels of funding for professional development activities, which support the development of challenging and varied instructional strategies, assessments and curricula. Administration will continue to look at ways to provide quality professional development opportunities for staff on-site. *(School Committee responsibility)*
- Administration and staff will apply for grants from the Federal Government. They will actively seek additional grants to support professional development activities and other projects. *(Administration and staff responsibility)*
- Administration and staff will provide varied, meaningful, and challenging learning opportunities and assessments to ensure all students achieve at high levels. *(Administration and staff responsibility)*
- Higher Order Thinking Skills will have a central place in instruction and assessments. Staff will be provided with necessary information to put this into practice. Students will be familiarized with the levels of thinking and expected to use them in their work. *(Administration and staff responsibility)*

Objective 3: The School Committee will support raising student aspirations related to traditional and non-traditional opportunities.

- Administration and staff will continue to implement program elements that support raising student aspirations with the goal of increasing the number of students who are involved in post-secondary education following high school. *(Administration and staff responsibility)*
- Administration will report on attendance, drop-out and completer rates as reported by the State Department of Education. High School administration and staff will create a plan to increase the completer rate and decrease the drop-out rate. *(Administration and staff responsibility)*

- Administration will provide annual reports on the Pre-K and Gartley Street programs.

GOAL 2: TO DEVELOP A RESPECTFUL AND SUPPORTIVE CULTURE IN THE SCHOOLS AND THE LARGER COMMUNITY THAT BUILDS PRIDE IN OUR STUDENTS, OUR SCHOOLS, AND THE COMMUNITY.

Objective 1: The School Committee will include "Good News and Recognition" as an agenda item for each business meeting in an effort to acknowledge efforts on behalf of our students.

- Administration and staff will recognize administrators, staff and volunteers for efforts on behalf of our students and for honors received for exemplary practices and programs. *(Administration and staff responsibility)*
- Administration and staff will recognize individual students, alumni and team achievements. *(Administration and staff responsibility)*

Objective 2: The School Committee will continue to strengthen relationships with staff, students, Association and Community.

- The School Committee will recognize the achievements and accomplishments of individual staff members and teams of teachers. *(School Committee and Administration responsibility)*
- Administration will regularly contact the media to highlight the efforts of staff to improve our educational program. *(Administration responsibility)*
- The School Committee will encourage administration to continue to work collaboratively with the Association to resolve issues and recognize staff. *(Administration responsibility)*
- Administration will support new staff so employees can work effectively in their new positions. *(Administration responsibility)*
- The School Committee will be visible with doing community events. *(School Committee Responsibility)*

Objective 3: The School Committee will work with the Association to successfully resolve teacher negotiations.

- The School Committee will use data to identify issues and share that data with the Association. *(School Committee and administration responsibility)*
- The School Committee will respectfully consider all issues raised through the negotiations process. *(School Committee and administration responsibility)*
- The School Committee will work to resolve issues while balancing the needs of both the Association and the community. *(School Committee and administration responsibility)*

Objective 4: The school committee believes that ALL students and employees are entitled to a safe and harassment-free school environment. The school committee will work with administration and staff to identify and address bullying within the school setting.

- The School Committee will lead by example by treating each other, administration, staff, students and taxpayers with respect in meetings and communications. *(School Committee responsibility)*
- Administration will provide information to staff, parents and students identifying bullying, as well as, the school's procedures to report incidents and consequences of bullying behavior. *(Administration responsibility)*

- Administration and staff members will serve as models for respectful behavior. Procedures shall be rewritten with staff's response to aggression, consistently focusing on reducing aggression by encouraging students to report aggressive behavior and avoid putting the blame on the targets. Bullies will be held accountable for their own actions. *(Administration responsibility)*
- Administration will work closely with local law enforcement when technology harassment becomes apparent through the school's investigation. *(Administration responsibility)*

GOAL 3: TO PROVIDE EFFECTIVE TWO-WAY COMMUNICATION WITH ALL STAKEHOLDERS OF THE LISBON SCHOOL DEPARTMENT.

Objective 1: The School Committee will keep the larger community informed of educational progress, accomplishments, and budget related needs of the system.

- The School Committee will hold open deliberations of issues at meetings and encourage public participation. *(School Committee responsibility)*
- The School Committee will hold focused public hearings/workshops to improve communications and understandings about educational issues and budget related needs. *(Administration and School Committee)*
- The School Committee will receive updates regarding any grant applications in an effort to keep them informed about staff's efforts in this area. *(Administration responsibility)*
- Contacts with area newspapers will be made to increase published information about our schools. *(Administration responsibility)*

Objective 2: The School Committee will continue to improve and enhance its website to ensure updated and accurate information is available to the public.

- The website will continue to be analyzed and revised to make it easier to find information needed by parents and the larger community. *(Administration and staff responsibility)*
- The information provided via the website will continue to be updated on a regular basis to ensure it is pertinent and informative. *(Administration and staff responsibility)*

Objective 3: The Superintendent and School Committee will continue to explore cost saving measures through discussions with the Town Council.

- The Superintendent and a School Committee member will meet with the Town Manager and a Council member to consider shared services and/or joint bidding practices. *(School Committee and administration responsibility)*
- The School Committee will keep the Town Council informed about discussions regarding possible facilities improvements that may require bonding. *(School Committee and administration responsibility)*

GOAL 4: TO PROVIDE AND MAINTAIN SECURE, SAFE, SPACIOUS, ACCESSIBLE FACILITIES.

Objective 1: The School Committee will support continued efforts to maintain NEASC accreditation for the Lisbon High School.

- The School Committee will receive reports about and have the opportunity to discuss the work the school department is doing to maintain NEASC accreditation. *(Administration responsibility)*

Objective 2: The School Committee will ensure a 3-5 year maintenance plan is in place for all four building facilities and grounds.

- Administration will update the 3-5 year maintenance plan for each facility and related grounds with detailed plans and lists of needs per facility. (*Administration responsibility*)
- The School Committee will continue to communicate any updates from the State of Maine regarding the process and developments provided. (*School Committee and administration responsibility*)
- The Superintendent will be responsible for coordinating and scheduling required Facilities Committee and Grounds Use Committee meetings. (*Administration responsibility*)
- The Facilities Committee will continue to communicate with the School Committee and make recommendations in regard to facility related issues discussed and approved during their regular meetings. (*School Committee and administration responsibility*)
- The Superintendent and School Committee will continue to investigate possible funding options to address the district's needs.

GOAL 5: TO CONTINUE TO PROVIDE A BUDGET THAT REFLECTS A FISCALLY AND EDUCATIONALLY RESPONSIBLE APPROACH

Objective 1: The School Committee will continue to adopt a budget that meets the needs of the organization while respecting the fiscal ability of the larger community.

- The School Committee will continue to adopt budget development goals that provide direction for the organization. (*School Committee and administration responsibility*)
- The School Committee will continue to encourage administration to analyze the use of existing resources and consider reallocation of funds for new programs or positions. (*School Committee and administration responsibility*)
- The School Committee will continue to consider the community's ability to pay as they consider adoption of a proposed 2020-2021 school department budget. (*School Committee and administration responsibility*)
- The School Committee will work with the Town Council to develop a budget process that provides adequate time for community involvement in the process and successful completion of the budget process by June 1, 2021 (*School Committee and administration responsibility*)
- The School Committee will provide written information about proposed budget requests and the rationale for those requests at School Committee and Town Council budget meetings. (*School Committee responsibility*)
- The School Committee will post on the website their budget meeting dates and mail meeting notices to Budget Advisory and Town Council members. (*School Committee and administration responsibility*)
- The School Committee will meet the legal requirements of a referendum vote for the School Department budget. (*School Committee and administration responsibility*)

GOAL 6: TO PROVIDE A SYSTEM OF ACCOUNTABILITY FOR ALL MEMBERS OF THE LISBON SCHOOL DEPARTMENT.

Objective 1: The School Committee will provide the public with updated information about the status of our educational program.

- Administration will gather updated data about the system's performance and provide an update to the School Committee. (*Administrative responsibility*)

- Administration will post updated information on the website to inform the community of the system's progress. *(Administrative responsibility)*

Objective 2: The School Committee will ensure staff evaluation systems are implemented with the goal of improved student achievement.

- Staff will meet professional standards and develop goals for the improvement of student achievement. *(Administrative and directors responsibility)*
- Administrators will be trained to provide effective feedback to staff on their performance and to provide support for staff improvement, as needed. *(Administrative and directors responsibility)*
- Teachers will be evaluated to ensure that all teachers are teaching the curriculum, using appropriate curriculum materials, and giving assessments as provided in the curriculum guides. *(Administrative and directors responsibility)*

Objective 3: The School Committee will ensure the evaluation system for administrators is implemented with the goal of improved student achievement.

- Administration will meet professional standards and develop goals for the improvement of their leadership skills and student achievement. *(Administration responsibility)*

Objective 4: The School Committee will continue to evaluate their own effectiveness as a committee.

- The School Committee will participate in a "Boardsmanship" workshop as they learn more about the role of a school committee member. *(School Committee and administration responsibility)*
- The School Committee will continue to review these goals and objectives at least once annually. In addition, the School Committee will review these goals with new members following November elections with the intention of educating new members about the School Committee's on-going goal efforts. *(School Committee and administrative responsibility)*
- The School Committee will hold a workshop by November 1st on the Freedom of Access training for new members to meet legal requirements.