

2019-2020 Goals for the Palmyra School District

Adopted by the Palmyra Board of Education on September 11, 2019

Updated goal objectives support the 2016-2021 3D Strategic Plan adopted on December 9, 2015

Goal #1- Maximize academic achievement for all students.

| Goal Objectives |
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| a) Analyze spring 2019 NJSLA results and identify areas of student growth and the decreasing of achievement gaps |
| b) By June of 2020, 50% of our ELA students will be proficient as measured by district benchmark assessments utilizing OnCourse LMS. Growth targets will be set as follows: Below Basic (0-69%), Proficient (70-80%), Meets and/or Exceeds expectations (90+%) |
| c) By June of 2020, 50% of our Grade 3-8 math, Algebra I, Geometry, and Algebra math students will be proficient as measured by district benchmark assessments utilizing OnCourse LMS. Growth targets will be set as follows: Below Basic (0-69%), Proficient (70-80%), Meets and/or Exceeds expectations (90+%) |
| d) Strengthen the student to school connection in each district school by decreasing the yearly average student chronic absenteeism by 5% as compared to the 2018-19 year |
| e) By June of 2020, evaluate 100% of the district's curriculum and instructional model to focus on pedagogy and expected student learning outcomes by listing and then checking-off items as accomplished. |
| f) Provide quarterly reports to the Board of Education indicating progress for Goal #1, goal objectives a-e. |

Goal #2- Strengthen the school district by including and encouraging interaction and support of the Palmyra, Riverton, and Beverly communities at large and local business partners.

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| Goal Objectives |
| a) Develop and articulate the district’s communication plan to all community stakeholders by October 9, 2019. |
| b) Throughout the 2019-20 school year, engage the school community and larger social media community through FaceBook, Twitter, email, websites, monthly newsletters, Broadcasts, and print media. |
| c) By the end of March 2020, evaluate the 5-Year Strategic Plan seeking updates from the community. |

Goal #3- Make Palmyra School District a state of the art state/county showcase through advancement in increased revenue, technology, programs, staffing, and facilities.

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| Goal Objectives |
| a) By the end of May 2020, analyze district operations and organizational structure by focusing on: I. Comparing job descriptions to actual staffing responsibilities II. Increasing departmental efficiencies for work load completion III. Updating job descriptions for Board approval in June 2020 |
| b) At monthly Finance Committee meetings the business administrator will provide members with a detailed expenditure report for each school building and/or department to be used to evaluate how budgeted funds are being expended in support of district goals |
| c) During the 2019-20 school year, 100% of the staff will complete required Safe Schools training, attend in-district professional development sessions as applicable, and participate in out-of-district workshops as applicable pertaining to training in equity, cultural awareness, and social and emotional learning. |
| d) By the end of March 2020, the Superintendent will provide the Board of Education with an updated 3-Year Technology Plan that details current inventory, replenishment cycle, needs assessment, and anticipated costs for each year of the 3-Year Plan. |

Goal #4- Enrich the whole student by connecting them to their education socially, emotionally, and academically.

Goal Objectives

a) By October 1, 2019, the building principal will develop a School Improvement Plan and then report quarterly on this plan to the superintendent focusing on the following areas:

- i. Increasing STEAM opportunities for all students
- ii. Expanding Gifted & Talented instruction at all grade levels
- iii. Specific actions to identify and support at-risk students
- iv. Annual School Plan (ASP) progress

b) By November 1, 2019, the building principal in collaboration with grade level and content area leaders, will develop content area and grade level plans that support the School Improvement Plan to be reported quarterly to the superintendent