

## 2022-2023 Oyster River Cooperative School Board Goals

Approved by the Oyster River School Board on July 20, 2022.

The School Board establishes these goals to define and communicate priorities and to guide its work throughout the school year. These goals will be reviewed in the School Board's annual self-evaluation. Goals may align and support the strategic plan or may target other timely matters of district interest.

The goals are presented in priority order with Theme 1 deemed most important.

### Theme 1: Superintendent Transition

- Rationale: Hiring an outstanding superintendent is one of the School Board's three core functions (along with fiscal and policy management). While this will not be the most time consuming of the 2022-2023 goals, an effective superintendent search in 2023-2024 is critical to the future success of the district.
- Strategic Plan Sections:
  - *Succession plan*: By 2024, a succession plan will be developed and approved by the School Board for the Superintendent's transition.
- **Goal 1.1: Develop a process and timeline for the superintendent search with board approval of the search plan by April 30, 2023.** This may be accomplished by appointment of an *ad hoc* school board subcommittee and may include contacting outside resources to inform the recommendation.
  - Leadership responsible: School Board, committee appointees
  - Contributors: Superintendent

**Theme 2: Communications** Rationale: Communications has been a topic of Board concern for several years. Effective communication is a necessary enabler for the Board's other goals and for the district to work well with students, parents, staff, and community members.

- Strategic Plan Sections: Not applicable.
- **Goal 2.1 Hire a Communications Employee**
  - **Leadership responsible: Superintendent, Assistant Superintendent, Technology Integrators, IT Director**
- **Goal 2.2: Web site update to ensure all orcsd.org web content is current and improve navigation. Soft internal launch by December 1, 2022 for feedback; second soft launch February 2023 with feedback period. Complete full launch by April 1, 2023.**
  - Leadership responsible: School Board, Superintendent, Assistant Superintendent, IT Director, Communications Employee and/or Consultant
  - Contributors: Principals, Department Directors, Tech Integrators
- **Goal 2.3: Consolidate and organize district calendars. Soft internal launch by December 1, 2022 for feedback; second soft launch February 2023. Complete full launch by April 1, 2023.**
  - Leadership responsible: Superintendent, IT Director, Assistant Superintendent, Communications Employee and/or Consultant
  - Contributors: **Principals, Department Directors, Tech Integrators**

- **Goal 2.4: Best practices guidelines/handbook and/or templates for teachers created and distributed by February 1, 2023.**
  - Leadership responsible: Superintendent, Assistant Superintendent, IT Director, Communication Employee and/or Consultant
  - Contributors: Tech Integrators
- **Goal 2.5 Train staff in Best Practices and guidelines by June 30, 2023.**
- **Goal 2.6 Inventory Oyster River Related Social Media Platforms by June 30, 2023**
  - Leadership responsible: School Board, Superintendent, Assistant Superintendent, IT Director, Communication Employee and/or Consultant
  - Contributors: Principals, Department Directors, Tech Integrators

### **Theme 3: Curriculum, Instruction, and Competency-Based Learning & Reporting**

- Rationale: Teaching students is at the core of the District’s mission and vision. We create safe, stimulating learning environments where all students are challenged and excited by the opportunities to learn; where students and teachers alike feel it is safe to take creative risks; and where every member of our community is known and valued. We should be constantly updating instructional practices to align with latest research.
- Strategic Plan Sections:
  - *ORMS Goal 4:* By June 2024, students will participate in competency-based education with a greater understanding and depth to their learning to support high school aspirations.
  - *ORHS Goal 3:* The high school staff and administration will continue work on competency-based education, including the review and posting of competencies. In addition, there will be in-depth discussions with the Board and community about the principles, methods, and direction of this CBE work. These discussions will form a foundation for the delineation of future goals.
- **Goal 3.1: The School Board will review student and parent response to ORMS reporting changes based on 1<sup>st</sup> semester feedback and identify next steps in ORMS reporting by March 31, 2023.**
  - Leadership responsible: School Board, Assistant Superintendent, Principal
  - Contributors: Teachers, MS Parents, Tech Integrators
- **Goal 3.2: Share how competencies are used and reporting occurs between the middle school and high school with students and parents, so they are prepared as they make the transition to high school, including a report to the School Board by March 31, 2023.**
  - Leadership responsible: School Board, Assistant Superintendent, Principals
  - Contributors: Assistant Principals, Counselling Departments (MS and HS)
- **Goal 3.3: Competencies for each class/course for grades 5-12 will be updated on the ORCSD website by December 30, 2022.**
  - Leadership responsible: Assistant Superintendent, Principals, IT Director
  - Contributors: Faculty

- **Goal 3.4: Study position (and direction if known) of peer school districts regarding dissemination of competencies and relationship between competencies and reporting at the elementary, middle, and high school levels with report to the School Board by May 31, 2023.**

Leadership responsible: School Board, Superintendent, Assistant Superintendent, Principals

#### **Theme 4: Diversity, Equity, Inclusion, and Justice (DEIJ)**

- Rationale: With proposed hiring of a DEIJ Coordinator, the board will continue to engage with the Administration, Coordinator, staff, students, and community to refine objectives and evaluation of DEIJ work in the district.
- Strategic Plan Sections:
  - *Equity & Inclusion Goal 6a*: By 2024, K-12 curriculum will be inclusive with respect to content and student experience, embracing and affirming all social identities among students and staff.
  - *Equity & Inclusion Goal 6b*: By 2024, the ORCSD will have increased staff diversity while assuring a welcoming, inclusive environment free of harassment and discrimination.
- **Goal 4.1: School Board review of proposed metrics/goals with DEIJ Coordinator by 2<sup>nd</sup> meeting in December.**
  - Leadership responsible: School Board, Superintendent, Assistant Superintendent, DEIJ Coordinator
- **Goal 4.2: Hold year-in-review school board workshop with administrators and DEIJ Coordinator in June 2023.**
  - Leadership responsible: School Board, Superintendent, DEIJ Coordinator