

ANNUAL GOAL SETTING PROCEDURE

The Board of Education and the administration recognize the importance of a well-coordinated educational effort each year directed by clearly articulated, measurable goals.

Each year, in August, the goal setting process will begin with a discussion between the Board of Education and the administration during which Board members will have an opportunity to raise thoughts and ideas for the following year's goals based on data trending and other sources of information.

Data trending will occur on a variety of topics throughout the year and be reported to the Board of Education and the citizens at regularly scheduled intervals. Data will be reported on a District-wide as well as a school-by-school basis. This data may suggest areas in which the District may want to define specific annual goals.

The administration will then develop goals and measurement criteria using the five major content areas addressed in the District's mission statement as a guide:

1. Student Achievement and Development (test scores and other measures)
2. Student Opportunity (curriculum and program development)
3. Communication with the District's citizens
4. Fiscal Management
5. Professional Learning for Staff
6. Examples of data to be trended (though not all inclusive) are:
 1. Standard achievement test results
 2. Competency testing - high school graduation
 3. Performance on scholastic aptitude test (college entrance exams)
 4. High school dropout rate - by school as well as District-wide
 5. Percent of students going onto higher education (post secondary)
 6. Percent of students enrolled in advanced course work
 7. Student absence rate
 8. Student participation in the Student Assistance Program
 - a. pregnancy rate
 9. Expulsion/suspension data
 10. Participation in extra-curricular activities
 - a. percent of students participating
 - b. average number of activities per student
 11. Staff absence rate and cost
 - a. teachers

- b. administrators
 - c. clerical
 - d. custodial/maintenance
12. Percent of teachers with master's degree and master's degree equivalents
 13. Federal grants applied for/received (District)
 14. Total cost per student
 - a. elementary
 - b. middle school level
 - c. high school
 - d. separation of special education and regular students
 15. Instructional program cost per student - total cost figure
 16. Tax rate - how much assessed value is behind each student
 17. Student/staff ratio (including support services)
 18. Student/teacher ratio
 19. Change in total spending - total tax levy
 20. Transportation cost per pupil
 21. Health insurance, retirement, disability cost (employee)

The Board will evaluate the data being trended and make suggestions for additions or deletions.

The Board of Education will approve the district goals and each school, in turn, will develop its goals consistent with the overall goals of the district.

Preliminary goals will be approved in December each year and finalized by March. This will allow for incorporating into the budget any resources that may be required to meet the District's goals.

Goal attainment of the previous year, as well as goals for the following year, will be reported to the citizens each year through an annual report.

Adopted: 1/23/78

Revised: 8/29/11