

RSU5 Strategic Goals 2015-2016

Focus on Student Achievement

Vision: *RSU5 is committed to ensuring **all children** have a school experience characterized by “**personalized learning**.” RSU5 embraces the responsibility to nurture the unique strengths each student possesses while supporting every student to graduate ready for career, college and citizenship.*

Annual Goals:

- Review our continued implementation of strategic curriculum investments; specifically, Teachers College Reading and Writing Workshop Model, Every Day Math, Project Based Learning and Proficiency-Based Learning.
- Strengthen Instructional Support by developing a framework to create consistency and improvement. Encourage and support all schools to raise student aspirations and develop systemic interventions to ensure learning progress for each student.
- Highlight stories of success and growth of students, teachers and community to enhance pride in RSU5.

Focus on Teacher and Administrator Effectiveness

Vision: *RSU5 employs teachers and administrators who value a strong collaborative culture and shared responsibility for student learning. Teachers and administrators work in professional learning communities (PLCs) to meet the needs of all learners and engage in on going, job-embedded professional learning.*

Annual Goals:

- Monitor implementation of Year #2 of Teacher Professional Growth and Evaluation Pilot and Year #1 of Administrator Professional Growth and Evaluation Pilot, and establish a coherent system of teacher and administrator growth and evaluation for 2016-2017.
- Select and pilot a comprehensive superintendent performance evaluation.
- Assess efforts to get to scale across RSU5 with Professional Learning Communities by setting SMART goals and reviewing the results.
- Re-establish an RSU5 Professional Development Committee to provide more opportunities for teacher input and set the context for more support for initiatives.

Focus on Stewardship of Resources.

Vision: *RSU5 takes seriously its responsibility to be good stewards of resources. Thorough financial planning for strategic priorities, proactive facilities management and sustainability planning are the hallmarks of a high performing district.*

Annual Goals:

- Align the FY 17 district budget with strategic priorities; adjust the budget timeline to provide time to address educational as well as financial impacts and to allow plenty of discussion and communication with stakeholder groups.
- Monitor high school addition and renovation project.
- Develop a long-range plan for capital investments, technology and education initiatives that are aligned with district goals.
- Explore ways to create efficiencies working in concert with the three towns.

Focus on Accountability

Vision: RSU5 will communicate with all stakeholders regularly about the schools and will sustain efforts to publish performance indicators to demonstrate progress in the focus areas of Student Achievement, Teacher Effectiveness and Stewardship of Resources.

Annual Goals:

- Monitor, on a regular basis, progress on yearly goals.
- Develop specific strategies for improving communications about RSU5, including updating the district's website on a regular basis and in a timely fashion, and more frequent newsletters and submissions to local publications. Increase opportunities to engage the public in conversations about school related issues and open up avenues for public stakeholder feedback and input.
- Continue RSU5 Leadership Committee meetings with leaders from the three towns.
- Create a district-wide, consistent process for accurately tracking migration patterns in and out of RSU5.