

Montgomery Township Goals 2013-2014



Nancy H. Gartenberg, Superintendent
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District Goal Summary 13-14



Goal Development

Goal 1:

To develop specific communication protocols with parents, staff and community members that are consistent in message and reflect the vision of “Connected, Known and valued,” with particular focus on the implementation of Achieve, NJ and curriculum initiatives.

Goal 2:

To review, evaluate and assess current programs and staffing structures to determine gaps/needs; make specific recommendations to the board to address in a fiscally responsible and efficient manner in the following areas: special education, student/staff attendance and the organizational management structure of the district.

Goal 3:

To identify and implement social-emotional programming appropriate for all schools by June 2014 and identify the appropriate assessments to measure the efficacy of the programs.

Special Education - Implementation of Prior Year Audit Findings

Develop protocols, procedures, and timelines to track student evaluations, IEP development and program placements

- Create CST Handbook to define criteria for evaluation, protocols for IEP development and program placement, ESY, and teacher aides.
- Conduct assessment of autism programming, training needs- P-12

Special Education - Implementation of Prior Year Audit Findings

- Provide teacher/teacher aide learning opportunities for ABA program.
- Provide technical assistance for writing IEPs aligned goals and objectives
- Reduce achievement gap between SE and Total Students on state assessments 4-8.
- Provide SE parent education program opportunities

Support Student Achievement for all students and demographic subgroups

Focus on early identification and structured interventions for general education students.

- Create guidelines and staff handbook for Intervention and Referral Services [I & RS]
- Create guidelines and staff handbook for 504 Plan and implementation
- Create guidelines, staff handbook, and program implementation for RTI

Reconfigure district staffing

Align staff functions with district priorities

- Develop district organizational staffing chart aligned with current job functions and responsibilities
- Update job descriptions for administrative, instructional and support staff
- Identify opportunities for staff collaboration across grade levels to align special education goals with general education goals

Social and Emotional Learning

School and community-wide effort to develop social/emotional life skills

- Parent Education: Recommended district wide book discussion/lecture on SEL
- Prepare developmentally appropriate [Elementary, Middle, High School] strategies for student SEL integrated in all schools
- Identify community resources in supporting SEL efforts
- Administer student survey to determine engagement in school

Communication within District

Improve vertical communication and program articulation between school levels.

- Develop weekly eNews outline in response to communications survey
- Utilize Google Docs/training to increase consistency within TEACH NJ mandates
- Utilize available technology tools to assess/design summer professional development survey
- Design comprehensive summer professional development course offerings for summer 2014 using student management system

Additional initiatives: Outside the formal goals, but necessary

- Teacher's College Implementation**
- New administrative staff (11)
- Policies (50)
- Communication efforts
- HRAC and diversity programming/planning
- Technology Plan implementation
- QSAC Site Visit and Program Review
- Block investigation (UMS)
- HIB
- Human Resources Systems (AESOP, hiring practices)

**example

Additional initiatives

- Automated External Defibrillators (Janet's law, policy and training)
- Dyslexia (Law, Training plan, Drills, Policy)
- Teacher Evaluations (approx. 1800)
- Administrator Evaluations (approx. 300)
- SGO/SGP (900)
- PARCC (400)

Additional initiatives

- Budget
- Healthcare changes
- Long Range Facilities Plan
- PD 360 “Weather PD Plan” for staff
- College and Career – STEAM GRANT efforts
- Allergy Management
- Teacher’s College Implementation through 8th

District Goals 2014-2015



Goal Setting Process

- Clarity
- Consistency
- Priority

2014-2015 District Goals

Goal 1:

To continue to develop communication protocols with parents, staff and community members that is consistent in message and reflects the vision of the district to engage each child in reaching his/her fullest potential.

Goal 2:

To continue to review, evaluate and assess current programs and staffing structures to determine gaps/needs; make specific recommendations to the board to address in a fiscally responsible and efficient manner in the following areas

- **Goal 3**

To identify and implement social-emotional programming appropriate for all students

- **Goal 4:**

To explore the potential for full day kindergarten in MTSD

Board of Education Goal 14-15

Goal:

To continue to actively participate in ongoing professional development that is focused on improving Board governance and policy development.

“Big Buckets” for 2014-1-15

- Student Programming
- Professional Development
- Program Assessment and Improvement
- Communication

