

Board/Superintendent Goals 2017-18

Strategic Planning Focus – Staffing

Goal – Significantly increase and enhance staff retention.

Actions	Measurement	Start Date	Report date	Update
<p>1. The Board and administration will create and implement a tool/ method to track staff turnover.</p>	<p>Exit Surveys</p>	<p>Spring 2017</p>	<p>March 2018</p>	<p>Exit surveys Retirees Support Staff</p> <ul style="list-style-type: none"> • New Exit Survey available for employees online and paper.
<p>2. The Board and Administration will create supports and programs to reduce staff turnover.</p>	<p>Climate Survey Implementation of new support program</p>	<p>Fall 2017</p>	<p>March 2018</p>	<p>Mentoring, PLC, Professional Development</p> <ul style="list-style-type: none"> • Meeting held with Liz Saveley and Melissa Geyman on May 2nd. An additional day of Orientation will be added to cover topics. • June 15, 2017 - Melissa Geyman and Jamie Pearce planned the New Teacher Orientation agenda for August. • Met with Liz Savely on June 20th to review Mentoring Progress and assignments. • Aug. 10th and 11th – New Teacher Orientation Held at the District Office. • Melissa Geyman met with new Para’s at each building for

				orientation/training (Small groups and individually) at beginning of the year.
3. The North Boone School District will reduce staff turnover for Certified and Support Staff	IRC Report Card	Fall 2016	March 2018	<p>NB Retention Rate = 73% (2016)</p> <p>76.2% = 2017</p> <p>***Anticipating the Certified Retention Rate to rise into roughly 85% for the 2018 Report Card</p> <p>State Avg = 85% (2016) and 86% 2017</p> <ol style="list-style-type: none"> 1. The Superintendent and Board are exploring other staffing options that would include insurance to possible retain staff. 2. Discussion with and HR firm to help with hard to fill positions.

Strategic Planning Focus – Curriculum

Goal – 100% of students will be engaged in and successfully complete a PreK-12 standards aligned curriculum.

Actions	Measurement	Start Date	Report date	Update
1. The North Boone School District will align the curriculum PreK-12.	Curriculum Maps	Spring 2017	March 2018	<p>Completion of all curriculum by 2019</p> <ol style="list-style-type: none"> 1. Science Committee currently meeting and aligning standards.

				<ol style="list-style-type: none"> 2. Math Committee will begin to meet in the Fall of 2017. 3. Recommendation for a part-time Principal/Curriculum Facilitator at June Board meeting. 4. Cheryl Geiseke and Molly Lilja have begun the Math Committee to review and align the curriculum. 5. The Science Committee continues to meet and create the district Curriculum Guide and Map. 6. Grade Level meetings are occurring to communicate the teaching standards at each grade level for coordination. 7. Exploring the possibility of an Instructional Audit for the District.
<p>2. The North Boone School District will work to promote meaningful professional collaboration and curriculum development.</p>	<p>Collaboration and Professional Development Framework</p>	<p>Spring 2017</p>	<p>March 2018</p>	<ol style="list-style-type: none"> 1. Science Committee continues to meet and review resources for adoption. 2. Finalizing adoption selection by May 24, 2017. 3. Science resource adoption recommended for the June Board Meeting.

				<ol style="list-style-type: none"> 4. Administrators will begin a book study on the development of collaborative communication. 5. Collaboration meetings were held on the Institute Day Oct. 27 in grade levels and content areas. 6. Math Committees are meeting to set the priority standards at each grade level. 7. In an January, all grade levels met to communicate and coordinate Science Standards. 8. MS and HS teachers will continue to meet to align the curriculum. 9. Feb. SIP Day – Math alignment process is explained and discussed with all K-5 teachers. Committee work continues. 10. 4th grade teachers collaborated with ELA Standards
<p>3. The North Boone School District will evaluate, establish and grow the necessary resources for all curricular areas.</p>	<p>Curriculum Content Focus and Materials Rotation</p>	<p>Spring 2017</p>	<p>March 2018</p>	<p>Establish baseline to measure effectiveness of resources</p> <ol style="list-style-type: none"> 1. ELA Curriculum Guide Online 2. Science Curriculum Guide in development.

				<ol style="list-style-type: none">3. New Science Material Adopted in June 2017.4. Math Resources will be reviewed during the 2017-18 school year.5. NGSS Science Workshop hosted 11/2/17.6. NGSS HS Trainings December 20177. Beginning the process of reviewing Math resources for middle levels.8. Grades 6-8 are piloting Math resources for adoption in the Spring.9. K-5 will pilot resources in the Spring and Fall of 2018.
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