

## **La Salle Elementary School District 122 School Board Goals**

We shall provide all children with a nurturing, challenging learning environment that develops lifelong learners and socially responsible citizens with strong academic and interpersonal skills to thrive in an ever-changing world and make it a better place for all.

Oversight (BOE) vs. Implementation (Superintendent)

## **Teaching and Learning**

**Goal I:** Create a positive learning environment by providing students and staff with the tools, training, resources, and facilities needed to promote continuous student academic and social emotional growth.

**We will:**

- A. Provide for the on-going evaluation and expansion of curriculum opportunities to meet the diverse needs of our learners.
  
- B. Assess our student's needs through the on-going collection and dissemination of data collected to determine the impact of our district's instructional practices/programs.
  
- C. Promote student participation in a variety of enriching experiences including activities, clubs, athletics, fine arts, and enrichment programs.
  
- D. Support programs that actively engage students in academic and social emotional learning.
  
- E. Integrate technology throughout the instructional experience as an accessible, reliable, and readily available tool to support advancement of curricular goals.
  
- F. Make the School Improvement Plans and accompanying data available to the Board, staff, and community.

## **Human Resources**

**Board of Education Goal II:** Maximize the productivity of an organization by optimizing the effectiveness of its personnel including staffing, employee compensation, benefits, and developing policy, and designing job descriptions.

**We will:**

- A. Create a school climate acknowledging, celebrating diversity, and embodying cultural sensitivity, openness, and inclusiveness while recognizing the individual's dignity and self-worth.
  
- B. Invest in comprehensive staff mentoring programs, weekly professional development activities, attendance of seminars/workshops, advanced training, and collaborative team planning.
  
- C. Develop a hiring and staff development instrument to advertise, attract, hire, train, promote, evaluate, and retain high quality administrators, teachers, and support staff to support students.
  
- D. Foster partnerships with high schools/colleges/universities as a mechanism to recruit high quality candidates for positions with a limited local candidate base (ELL, Special Education, student support services).
  
- E. Evaluate the on-going legal analysis of current legislation, and labor law compliance supporting policy development and ensuring adherence to the applicable law/policy/district procedure.
  
- F. Strengthen the employer-employee relationship by measuring job satisfaction, resolving workplace conflict, responding to labor related inquiries, and rendering interpretations of labor related work agreements.

## **Fiscal**

**Board of Education Goal III:** Practice responsible financial management of district resources supporting quality educational programs and school system operation to meet the diverse needs of our students, staff, and community.

**We will:**

- A. Adhere to all laws and regulations governing the use of public funds.
- B. Reinforce fiscal responsibility to ensure the long term financial stability of the district.
- C. Evaluate the impact of the Evidence Based Funding Model and distribute site-based expenditures across the district facilities and identified student subgroups.
- D. Monitor district revenue and expenditure forecasts ensuring alignment with the established budget.
- E. Provide transparency in the creation and execution of the budget cycle including approval of the budget, tax levy, amendments, and annual audit.
- F. Review and negotiate competitive, responsible, and legally reviewed employment contracts for staff and purchased service contracts/agreements.

## Operations

**Board of Education Goal IV:** Enhance and maintain district facilities and operations to support innovative teaching and learning in a functional safe environment for our students and staff.

**We will:**

- A. Ensure the district has reviewed safety plans with established guidelines and procedures to respond to incidents/hazards in an effective way to keep students and staff safe.
- B. Establish an audit of the district's capital assets and building maintenance plans/programs promoting long-term sustainability of our district resources and facilities.
- C. Approve the district's 10-year life safety survey with awareness of available financial resources and sustainability to address the projects within the survey window.
- D. Institute an expectation of cleaning, sanitation, and maintenance schedules to provide for a healthier and safer workplace with improved property asset retention.
- E. Deploy a robust information technology infrastructure enabling delivery of educational resources and operational functioning while protecting district information
- F. Monitor our facilities operational costs to reduce downtime, extend operational functionality, reduce emissions, and conserve renewable/non-renewable resources.

## **Community Outreach and Involvement**

**Board of Education Goal V:** Preserve a partnership with our community by promoting positive district attributes, maintaining open lines of communication, and encouraging parent and community member involvement.

**We will:**

- A. Ensure the district website and social media channels provide clear and timely communication.
  
- B. Support feasible use of buildings and grounds for public and non-profit organizations (e.g. community programs, recreational programs, college/university programs, walk/run events).
  
- C. Communicate and promote local community events (e.g. Celebration of Lights, Parks and Recreation Summer Programs, La Salle Library Programs).
  
- D. Increase opportunities for families/community members to participate in evening programs hosted by the district.
  
- E. Encourage regular communication with local community organizations, and school affiliated committees/organizations to exchange ideas and resources.
  
- F. Build partnerships with LPHS and affiliate schools to create a successful conduit to our student's secondary education career.