

LEADERSHIP and GOVERNANCE

I. **Objective:**

In order to promote the inclusion of all students and provide equal access to all programs and curriculum the North Reading School Committee will develop and implement policies and practices that provide direction and tools for administrators to implement effective programs that maximize student achievement.

II. **Actions:**

A. Policy:

1. Support the administration's efforts to ensure the privacy of data and cybersecurity.
2. Develop policies and approve procedures for in person, hybrid, and remote learning, as well as virtual meetings that will advocate for and encourage discussion and participation.
3. Develop a cycle to review School Committee policies.

B. Strategic Planning:

1. Support the updated strategic plan, NRPS 2025, and the new Superintendent.
2. Support the design of all aspects of the reopening process and our modes of instruction for the 2020-21 school year with safety and security in mind.

C. Hiring, Evaluation, and Professional Development:

1. Ensure the proper evaluation of the Superintendent and consult with the Massachusetts Association of School Committees on the implementation of the Indicator Level Rubric.

D. Human Resources:

1. Support the Superintendent in an audit of our hiring processes to ensure that we are identifying and removing any potential biases that may impact the recruitment, hiring, and retention of qualified, diverse candidates.

E. Professional Development:

1. Actively engage in related professional development opportunities through the Massachusetts Association of School Committees, collaboration with neighboring School Committees, or other offerings.

FINANCIAL AND ASSET MANAGEMENT

I. **Objective:**

The North Reading School Committee will support a long-term plan and financial budget in order to reflect the district's new strategic plan, NRPS 2025, and other strategic initiatives.

II. **Actions:**

A. Budget:

1. Approve a Fiscal Year 2022 (FY22) budget that adequately meets district requirements for optimum student achievement and restores funding back to the original 2021 levels (pre-COVID) for a level services budget.
2. Garner support from state and local officials to achieve the funding needed to uphold the Mission and Vision of the school district; explore specific financial awards to the school

- district through the assistance of the state legislature delegation.
3. Successfully negotiate a collective bargaining agreement with the North Reading Educators Association, due to expire in Fiscal Year 2021.
 4. Explore the reduction of fees and tuitions assessed (e. g., Athletics, Kindergarten, Transportation, Fine Arts).
 5. Explore opportunities to reduce expenses associated with energy (solar power) and support the implementation of LED lighting.

EDUCATIONAL PROGRAM

I. Objective:

The North Reading School Committee will support the administration in its efforts to maximize the performance of each student in all academic areas in order to meet the expectations set forth in the mission and vision of the North Reading Public Schools.

II. Actions:

A. Advocacy:

1. Increase initiatives to address the Social Emotional Learning of students, with additional consideration for COVID-19.
2. Support the implementation of our in person, hybrid, and remote models and the Digital Learning Team's role in all modes of instruction.
3. Support a review of the Curriculum to ensure diversity, equity, and inclusion.
4. Support the Superintendent in his review of School Improvement Plans to ensure consistency and measureable, reportable data.
5. Evaluate the current changes to the School Start Times and continue to explore the best model for the future.
6. Increase the role of Student Representatives to the School Committee.

FAMILY and COMMUNITY RELATIONS

I. Objective:

In order to continuously improve the relationships with families and the community the North Reading School Committee will communicate openly, provide opportunities for feedback, and foster active partnerships with students, parents, organizations, and businesses.

II. Activities:

A. Participation:

1. Explore opportunities to increase in-person student and community engagement with the School Committee.
2. Explore the possibilities presented by virtual meetings and how to use technology to enhance participation.

B. Community Partnerships:

1. Participate in and support ongoing working groups (Social Justice, Reopening)