

LEADERSHIP and GOVERNANCE

I. **Goal Statement:**

The North Reading School Committee demonstrates a keen understanding of the role of the School Committee and works within the law and standards for best practice, uses policy as a governance tool, and exercises due diligence in budget and finance.

II. **Objective:**

Develop and implement district policies and practices that provide direction and tools for administrators to implement effective programs to maximize student achievement, promote the inclusion of all students, and provide equal access to all programs and curriculum.

III. **Activities:**

A. Policy:

1. Develop and approve new policies including those required by state mandates and as recommended by the Massachusetts Association of School Committees
2. Support the administration's efforts to ensure the privacy of data

B. Strategic Planning:

1. Update NRPS 2021: A Plan for Strategic Continuous Improvement
2. Contribute to the annual implementation of the district's strategic plan: "NRPS 2021"
3. Continue to monitor the food services program with a particular focus on the 2019-2020 approved action plan
4. Support initiatives to enhance further the safety and security at all schools

C. Evaluation:

1. Continue with the School Committee self-assessment process; review the existing School Committee evaluation tool and make revisions as warranted
2. Ensure the proper implementation of the educator evaluation system for all professional faculty members; receive a mid-year and year-end update on the progress to achieve this goal
3. Ensure the proper evaluation of the Superintendent and consult with the Massachusetts Association of School Committees on the implementation of the new DESE evaluation tool

D. Human Resources:

1. Support the funding to hire key academic positions with a focus on those identified in "NRPS 2021"
2. Support the funding to hire a Facilities Engineer, Maintenance Mechanic, and a Groundskeeper
3. Support initiatives to maintain a positive school culture and climate at all schools

E. Professional Development:

1. Support and engage in related professional development opportunities (Massachusetts Association of School Committees, collaborate with neighboring School Committees, as examples) for at least one session in 2019-2020.

FINANCIAL AND ASSET MANAGEMENT

I. **Goal Statement:**

The North Reading School Committee develops and approves a clear financial plan that uses the budget document as the road map for fiscal stability, strategic planning, program continuity, and student achievement.

II. **Objective:**

- A. Develop a long-term plan and budget that reflects NRPS 2021 and future strategic initiatives.

III. **Activities:**

A. Budget:

1. Approve a Fiscal Year 2021 (FY21) budget that adequately meets district requirements for optimum student achievement
2. Continue efforts to 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. Contribute to the implementation of the strategic plan for the school district: “NRPS 2021”
4. Successfully negotiate collective bargaining agreements with employee unions due to expire in Fiscal Year 2020
5. Develop a five-year school building capital needs plan
6. Advocate for funding to support the buildings and grounds maintenance needs at all schools
7. Support the process to negotiate a new contract with the district’s transportation provider
8. Explore the reduction of fees and tuitions assessed (e. g., athletics, kindergarten, transportation, fine arts)
9. Explore opportunities to reduce expenses associated with energy (solar power, LED lighting)

B. Finance Planning Team:

1. Continue to collaborate with representatives of the Select Board, Finance Committee, the Town Administrator, and the town’s Director of Finance

EDUCATIONAL PROGRAM

I. **Goal Statement:**

Enable the North Reading School District to achieve the NRPS 2021 goals and objectives leading to the realization of the district's Mission and Vision.

II. **Objective:**

Support the administration in its efforts to maximize the performance of each student in all academic areas.

III. **Activities:**

A. Advocacy:

1. Actively participate in legislative advocacy for improved support from the state and federal government
2. Prioritize funds to support curriculum, instruction, assessment, and professional development utilizing aligned instructional technology
3. Use reliable data to measure the effectiveness of curriculum and instruction
4. Support the curriculum and instruction goals as outlined in "NRPS 2021"
5. Expand STEAM (Science, Technology, Engineering, Arts, and Mathematics) digital learning, and computer science curricula, grades kindergarten through twelve
6. Support the expansion of the Foreign Language curriculum at the Middle School and the High School
7. Support initiatives to address the Social Emotional Learning of students

FAMILY and COMMUNITY RELATIONS

I. **Goal Statement:**

The North Reading School Committee will inform stakeholders and other citizens through open, transparent communication and provide opportunities for feedback resulting in a positive image of the school district.

II. **Objective:**

Foster active partnerships with parents, community organizations, and businesses, which result in ongoing, productive communication and support for education.

III. **Activities:**

A. Media:

1. Continue to promote community awareness of the budget process through the use of multi-media
2. Maintain the school and district websites and mobile app so as to be valuable, informational resources
3. Celebrate the achievements of the North Reading school community
4. Support the Superintendent's "Parent University" program
5. Seek to publicly recognize extraordinary contributions to the school district
6. Explore opportunities to increase in-person student and community engagement with the School Committee

B. Community Partnerships:

1. Strengthen and expand community partnerships currently in place across the District
2. Request one presentation a year from the North Reading representative to the School Committee for the Northeast Metropolitan Regional Vocational Technical High School
3. Schedule a mid-year update on progress toward meeting goals contained in each of the School Improvement Plans