

The mission of Shickley Public Schools is to prepare students for success.

We believe:

- In each student's ability to learn and develop the knowledge, understanding, skills and processes needed for life;
- in fostering the growth and development of each student intellectually, physically, emotionally, and socially;
- in providing a challenging curriculum;
- in providing the most effective educational opportunities through continual improvement at each staff and faculty position;
- in sharing the responsibility of educating our students with the family and community;
- in continuing and strengthening the relationship between the school and the community;
- in providing continual communication with all stakeholders;
- in providing a safe environment where all stakeholders believe success can exist, and is celebrated; and
- in doing what's best for the students.

A successful student is a lifelong learner who:

- is creative and innovative;
- is flexible and adaptive;
- is productive and accountable;
- is independent and self-directed;
- is prepared, engaged, and willing to try;
- is self-confident and conscientious;
- can think critically and solve problems;
- can communicate and collaborate;
- can show leadership and responsibility;
- can read and comprehend; and
- can focus and concentrate.

Shickley Public Schools

May 17, 2021

**7pm: Special Board of Education Meeting
School Library / Shickley Public Schools**

- I. Preliminary Procedures
 - A. Call to Order
 - B. Roll Call
 - C. Public Notice of the Meeting / Open Meeting Law
 - D. Approve the agenda
- II. Discussion Items: consider, discuss, and take all necessary action
 - A. Approve HRC Contract: Roofs 1-4 and 8
 - B. Approve Contract for Interim: Rex Pfeil
- III. Accept Resignation(s)
- IV. Establish Future Board of Education Meeting Date(s) and Time(s): the next regular scheduled Board meeting is Monday, June 14th at 7pm
- V. Adjournment

Board Goals

Goal I: Student Academic Performance

Objective: To demonstrate and model educational leadership that exemplifies a student-centered school district that is focused on effective instruction, academic accountability, and success.

Strategy I. To engage the board through purposeful discussion and analysis of student academic supports and success. (Adopted March 8, 2021)

-Present ongoing and timely academic performance updates to the board to support a student-centered culture. findings and correlate updates to curriculum, interventions and/or strategies to the need identified through data

-Align academic performance updates to the data collected and the identified needs and priorities established by administrators. (Data points: AQUeSTT Rankings, ACT Scores, NSCAS, MAP scores, current and proposed district interventions, strategies, and curriculum updates.)

Goal II: Financial Management and Leadership

Objective: To design and adopt a financial management model and processes that support efficient use, investment, and control of fiscal resources.

Strategy I. Establish leadership protocols to support efficient and effective oversight of district resources. (Adopted March 8, 2021)

-Stabilize and sustain fiscal accountability through an analysis of district spending trends, purposeful planning, and budget development.

-Develop and adopt monthly budget reporting protocols and reports to support the board's review and oversight of district expenditures and investments.

-Design and propose an annual budget to support the growth of the District Cash Reserves.

-Design and sustain a replacement/maintenance schedule to support financial planning and efficient use of district resources.

Goal III: District Personnel Leadership

Objective: To provide leadership in the management and oversight of all district personnel.

Strategy I. Review and update the District Organizational Chart and job descriptions to support proper oversight and management of all district personnel. (Adopted March 8, 2021)

-Present an overview of the certified and non-certified staff evaluation protocols and procedures according to district policy.

-Review and assess the current job responsibilities of district administrators to ensure efficiency and effective oversight and management of all district personnel.

-Develop an onboarding process to support the transition of new hires (certified and non-certified).

Strategy II. Evaluate and consider appropriate updates to the management and oversight of the non-certified staff. (Adopted March 8, 2021)

-Ensure each non-certified position is aligned to a job description to support effective job performance and evaluation of the role and individual.

-Manage and monitor the non-certified staff to ensure all departments are operating within budget and meeting assigned job responsibilities.

Goal IV: District Culture Leadership (Board-Administrator Goal)

Objective: To provide a learning culture that is focused on the success of the academic performance of all students.

Strategy I. To ensure the climate of the district provides a healthy, safe, and secure learning environment for staff and students. (Adopted March 8, 2021)

-Develop and adopt a decision-making model to support a timely response and resolution to district issues. (Note: The board will only receive updates when appropriate (e.g. Personnel and student related matters will be handled per policy/handbooks and by administrators.)

-Utilizing the Board Chain of Command, all concerns, questions, and commendations will be shared with the superintendent.

-Facilitate the engagement of all internal (staff) and external (community members, parents, business leaders) in the development of a long-term strategic plan to support the progressive growth instruction, learning, facilities, and district climate.

-Explore opportunities to continue to build and sustain a positive board-superintendent working relationship.