

# TRENTON BOARD OF EDUCATION

Dr. Fred McDowell  
Superintendent of Schools



Gene Bouie  
Board President

## SUPERINTENDENT GOALS 2017-2018

Mission Statement : All Students will graduate with a vision for their future, motivated to learn continually and prepared to succeed in their choice of college or career.

AREA OF FOCUS	GOAL	MEASURE
<b>Student Achievement</b>	Implement programs and practices that improve student performance and aligns with the Trenton School District's Mission	<ol style="list-style-type: none"> <li>1. Complete the Long Term Plan for Instruction and Program as required QSAC by December 1, 2017</li> <li>2. Improvement of student performance in reading and math,                             <ol style="list-style-type: none"> <li>a. Improvement in K-3 students reading at or above grade level by 3 percentage points over 2016-2017 data.</li> </ol> </li> <li>3. Curriculum is in compliance with the New Jersey Amistad Act (A1301) for the 2018-2019 school year for K-12 Social Studies</li> <li>4. Establish a new district-wide technology plan by June 30, 2018</li> <li>5. Use the Connected Action Roadmap framework to ensure data driven decision making systems exists in all schools.</li> </ol>
<b>Customer Service</b>	Deliver a customer (students, parents, community and stakeholder) experience that meets or exceeds customer loyalty expectations	<ol style="list-style-type: none"> <li>1. Superintendent will participate in a process for measuring customer satisfaction and establish metrics to collect data by June 30, 2018</li> <li>2. Superintendent will develop Central Office and School Level practices in an effort to improve parent engagement</li> </ol>
<b>Operations</b>	<p>By May 30, 2018, the Superintendent in conjunction with the School Business Administrator, will be able to:</p> <ol style="list-style-type: none"> <li>1. Administer the 2017-18 budget</li> <li>2. Develop the 2018-19 budget that aligns school operations</li> </ol>	<ol style="list-style-type: none"> <li>1. Evaluate the efficiency and effectiveness of the major programs and services funded by the budget, share findings, and make recommendations to the Board.</li> <li>2. Provide effective and efficient support to schools in preparing students for success in their choice of college and career as demonstrated/measured by the development and implementation of programs at 100% of the schools, that systematically exposes and engages students to varied career alternatives and college choices and requirements for each.</li> <li>3. Budget for 2018-2019 are finalized prior to BOE Meeting/Public Hearings scheduled for March 27, 2018</li> </ol>

<b>Quality</b>	<ol style="list-style-type: none"> <li>1. Lead execution of District policies</li> <li>2. Initiate Total Quality Management practices</li> </ol>	<ol style="list-style-type: none"> <li>1. Partner with the Board to establish a process for continuous review and update of District policies.</li> <li>2. Implement changes within the Central Office to improve the level of quality and support for staff and parents</li> <li>3. Establish standard practices to ensure consistency for Trenton Public Schools engaging with external organizations and community partners</li> <li>4. Drive improvements in staff and student attendance statistics through ensuring adherence to existing attendance policy.</li> <li>5. Ensure balanced and consistent adherence to disciplinary policies providing data as validation by June 30, 2018.</li> </ol>
<b>Talent Acquisition &amp; Development (TAD)</b>	The Superintendent ensures that written TAD practices are created and all administrators are trained in district procedures and expectations.	<ol style="list-style-type: none"> <li>1. TAD practices will be documented and all Administrators will be trained by 6/30/18</li> </ol>
<b>Talent Acquisition &amp; Development (TAD)</b>	<p>The Superintendent and the TAD leadership team work together to clearly define responsibilities and increasing accountability, the Superintendent ensures that TAD achieves its specific goals in the following three areas:</p> <ol style="list-style-type: none"> <li>1. Improving staff recruitment, retention, and selection,</li> <li>2. Improving performance through appraisals and increased learning opportunities for our workforce, and</li> <li>3. Improving talent management services and support</li> </ol>	<ol style="list-style-type: none"> <li>1. Improved staff recruitment, retention, and selection practices will be documented by June 30, 2018</li> <li>2. Initiate steps necessary to establish a leadership development process</li> <li>3. All staff will have documented final performance reviews by June 30, 2018.</li> </ol>
<b>Facilities</b>	Provide for and continuously improve the process for the delivery of building maintenance, utility services, and skilled trades to meet the facility needs of Trenton Public Schools	<ol style="list-style-type: none"> <li>1. Provide a safe and maintained school grounds as indicated by documented quarterly reviews based on specific indicators.</li> <li>2. Provide for a safe, energy efficient, clean, and maintained interior environment contributing to the success of the faculty, students, staff, and visitors in conduction various educational activities indicated by documented quarterly reviews based on specific indicators.</li> <li>3. Evaluate existing staffing and processes to determine areas for improvement by 6/30/2018</li> </ol>