

TRENTON BOARD OF EDUCATION

“Children come first, Los niños son primero”



TRENTON SCHOOL DISTRICT BOARD 2018-19 GOALS

Mission: 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
Student Achievement	Implement programs and practices that improve student performance and align with the Trenton School District's Mission	<ol style="list-style-type: none"> 1. Improvement of student performance in reading and math, <ol style="list-style-type: none"> a. Improvement in K-3 students reading at or above grade level by 3 percentage points over 2017-2018 data. b. Improvement in K-3 students math performance at or above grade level by 3 percentage points over 2017-2018 data. 2. Continue to improve compliance with the New Jersey Amistad Act (A1301) for the 2018-2019 school year for K-12 Social Studies. 3. Develop a formal plan to establish a District Gifted and Talented program for the 2019-2020 school year. 4. Develop the new District-wide Technology Plan by 6/30/2019.
Customer Service and Community Engagement	Deliver a customer (students, parents, community and stakeholder) experience that meets or exceeds customer loyalty expectations and maximizes opportunities for community engagement.	<ol style="list-style-type: none"> 1. Superintendent will implement a process for measuring customer satisfaction utilizing metrics established in SY2017-18 by 6/30/2019. 2. Superintendent will develop Central Office and School Level practices in an effort to continue to improve parent engagement and school support. 3. Implement the Special Education Parent Advocacy (Advisory) Group (SEPAG) with the express intent of improving parent engagement in the educational processes of special needs students. 4. Establish Response Protocols and Service Levels for the Special Education Department by 6/30/2019
Operations	<p>By May 30, 2019, the Superintendent in conjunction with the School Business Administrator will be able to:</p> <ol style="list-style-type: none"> 1. Administer the 2019-20 budget 2. Develop the 2019-20 budget that aligns school operations and district priorities 	<ol style="list-style-type: none"> 1. Continue to evaluate the efficiency and effectiveness of the major programs and services funded by the budget, share findings, make recommendations to the Board, and communicate budget priorities to the public. 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. 3. Budget for 2019-20 is finalized prior to BOE Meeting/Public Hearings scheduled for March 2019. 4. Establish Career Academy Advisory Councils to ensure funding for high school programming is aligned to postsecondary requirements for industry certification, career readiness, and college success.

Quality	<ol style="list-style-type: none"> 1. Lead the execution of District policies 2. Initiate Total Quality Management practices 	<ol style="list-style-type: none"> 1. Partner with the Board to establish a process for continuous review and update of District policies with quarterly goals. 2. Implement changes within the Central Office to improve the level of quality and support for staff and parents 3. Establish standard practices to ensure consistency for TPS engaging with external organizations and community partners 4. Develop a strategy and implementation plan to more accurately issue Special Education referrals by June 30, 2019. 5. Drive improvements in staff and student attendance statistics through ensuring adherence to existing attendance policy. 6. Ensure balanced and consistent adherence to disciplinary policies providing data as validation by June 30, 2019. 7. Establish processes that will support the development and implementation of accurate high quality IEP's that adhere to established state and local guidelines.
Human Resources (Talent Acquisition & Development)	The Superintendent ensure that written human resource practices are created, and all administrators are trained in district procedures and expectations.	<ol style="list-style-type: none"> 1. HR practices documented, revised where necessary for continuous improvement and all Administrators will be trained by 6/30/19.
Human Resources (Talent Acquisition & Development)	<p>The Superintendent and the HR leadership team work together to clearly define responsibilities and increasing accountability, the Superintendent ensures that HR achieves its specific goals in the following three areas:</p> <ol style="list-style-type: none"> 1. Improving staff recruitment, retention, and selection, 2. Improving performance through appraisals and increased learning opportunities for our workforce, and 3. Improving HR services and support 	<ol style="list-style-type: none"> 1. Improved staff recruitment, retention, and selection practices will be documented by 6/30/2019. 2. All Principals will dedicate 70 percent of their time to instructional leadership activities, and all Vice Principals will dedicate 50 percent of their time to instructional leadership activities. 3. Establish a leadership development process for cabinet level and school leadership development. 4. Ensure appropriate teacher professional development includes Amistad learning and development activities. 5. Ensure all administrator and teacher PD is connected to district priorities and goals. 6. All staff will have documented final performance reviews by 6/30/2019.
Facilities	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"> 1. Provide a safe and maintained school grounds as indicated by documented quarterly reviews based on specific indicators. 2. All preparation for the opening of the new high school will be completed by 6/30/2019. 3. Provide for a safe, energy efficient, clean, and maintained interior environment contributing to the success of the faculty, students, staff, and visitors conducting various educational activities indicated by documented quarterly reviews based on specific indicators. 4. Evaluate existing staffing and processes to determine areas for improvement by 6/30/2019. 5. Provide a long-term plan for the usage of vacant District properties aligned to the evolving needs of students.