

**Board of Education Goals  
for the  
Superintendent of Schools  
East Moriches School District  
Goals 2016-2017**

**Rationale:** The District has made great progress at improving the educational program and at the same time maintained a stable tax rate that has increased an average of 2.4% per year for the past six years. The educational program has been recognized by outside experts as a model example and received accolades for the curriculum alignment, rigor, and academic achievement student’s demonstrated. The District is currently about to undergo a leadership transition at the superintendent’s office; research supports that strong and consistent leadership at the Board and superintendent’s level does matter and provides long-term goal accomplishment and the acquisition of systemic change. The Board recognizing that leadership change can have a negative impact upon the fiscal, and educational accomplishments want to mitigate the forthcoming changes as best as possible.

**GOAL:** *To create long-term goals to secure a continuation and improvement of the District's education program and fiscal security while maintaining a safe learning and working environments.*

**Objectives:** The goals below take place over a 3 to 5-year term. This allows them to be in place when the leadership turnover occurs in 18 months. A new goal set can be created extending or changing direction for the second part of that person’s contract after the goal plan’s three-year term.

1. Facilities
  - a. Create PoA to implement the uninvent/air conditioning in the middle school
2. Staffing
  - a. Create parameters to conduct the superintendent search with a timeline (this would include characteristics, traits, skills of the successful candidate, a discussion about process, and salary range and benefits)
3. Teacher Negotiations
  - a. Formulate a negotiation positions regarding salary, health insurance, and other working conditions
4. Fiscal Management and Projected Tax Rates
  - a. Create a plan to continue to keep tax rates within the property tax limits with a review of significant expenditures and revenues with a plan of action to control both
  - b. Create a timeline to accumulate “fund balance” objectives to support the uninvent/air conditioning project
  - c. Review the feasibility to implement a fully implemented UPK program for the 2017-2018 school year

5. Curriculum and Instruction

- a. Program review of the Response to Intervention at the Middle and Elementary Schools
- b. Program review of special education
- c. Program review of the reading and language arts, math, science, and social studies for alignment to State standards and student mastery on standardized measures
- d. Program review of LOTE
- e. Program review of ENL
- f. Research and create a PoA to implement a fully funded UPK program possibly