

2022-2023 School Committee Goals

Proposal for Discussion

1. Work collaboratively with our member towns, to allocate resources for both the near-term and long-term financial health of the district including the pursuit of correction that maintains educational quality and supports our mission, vision, core values and strategic initiatives.
2. Utilize facilities index report of the Essex Elementary School, Middle School and High School buildings and propose timeline for pursuing renovation/repair of Essex Elementary School.
3. Partner with our students, families, faculty, and staff in pursuit of our strategic initiative to nurture an inclusive and diverse school culture that recognizes the contributions and uniqueness of all individuals.

School Committee Goals – Draft for Discussion 2022-2023

Overarching question to resolve: *Purpose of goals – action items or statement of priorities for the year.*

FY22 Goals w/ Feedback & Recommendations

Provide for the health and safety of students and faculty while maintaining the robust educational program MERSD and our member towns value, specifically during the COVID crisis.

- *This was a goal specific to managing during the COVID period – perhaps it should be removed.*

Oversee management of the district’s budget and budget reserves, working collaboratively with our member towns, to allocate resources for both the near-term and long-term financial health of the district.

- *Reference/addition to limiting use (defining) reserves*

Confirm educational parity between Essex Elementary School and Memorial School in the key facility-related areas of technology, security, and playgrounds.

Evaluate the current conditions of the Essex Elementary School and Middle/High School buildings and identify the timeline for a new building for Essex Elementary School.

- Combine into one goal.
- Specifically identify the renovation/replacement of EES as the equity issue to be addressed

Communicate our newly revised Mission, Vision, and Core Values to optimize clarity and engage our communities.

- *Add “and our School Committee goals”*

Ensure that diversity, equity, and inclusion are becoming embedded and practiced for our students, families, faculty, and staff as we work to identify and eradicate any existing discriminatory practices in the district. We recognize that we are beginning this process and expect this to be an ongoing goal.

- *Ensure that our students, families, faculty, and staff are working together to identify and eradicate any existing discriminatory practices in the district. Consider the best ways to address DEI goals in the district. ...*

Suggestions/Newley Proposed

- Ensure that we continue to support “whole child” growth, including social and emotional needs stemming from COVID crisis.
- Advance the Strategic Plan, including the three strategic priorities: authentic learning, SEL integration, inclusive and diverse culture.
- Complete curriculum review

- Support/ensure implementation of MTSS (transition from RTI)

Budget Goals

Overarching question to resolve: *Purpose of goals and consideration of audience. Why do we have them?*

Target resources to support the unique educational and social/emotional needs of students across the district during the COVID crisis.

- *This was a goal specific to managing during the COVID period – perhaps it should be removed.*

Develop and deliver a fiscally responsible budget that supports our Mission, Vision, and Core Values and district goals, maintains educational quality, and recognizes the confines of Proposition 2 ½.

- *Develop and deliver a fiscally responsible budget that supports our Mission, Vision, and Core Values and district Strategic Plan, maintains educational quality, and recognizes the confines of Proposition 2 ½.*

Manage enrollment and staffing to meet class size guidelines and serve increasingly diverse student needs.

- *Needed as a goal or a given?*

Exercise fiscal responsibility by seeking internal efficiencies to offset growth when possible and exploring grant opportunities and funding sources.

- *How successful have we been in exploring grants and external funding? Do we have the capacity to continue that aspect of this goal?*

Meet local, state, and federal responsibilities and mandates.

- Not a goal – a given.

Suggestions/Newley Proposed

- Develop a budget narrative that relates program needs and goals to fiscal needs/requests. Engage with the community to refine it and develop support for the strategic plan initiatives and need for override/correction.
- Negotiate 3-year teacher contract and TA/paraprofessional contract.

Parking Lot Issues

- Completion of EES playground
- Imbalances of practices between the elementary schools (performing arts / community engagement)
- Policy implications of SEL/DEI commitments
- Stakeholder communications

Sub-committee / Working Group to Do List

- Negotiations
 - Teacher contract renewal
 - Para contract if time
- Budget and Finance
 - Pass and deliver to member towns a responsible 2023-24 budget
 - Work with member towns to establish a long-term outlook for district finance
 - Plan and work with member towns to pass a finance correction for spring 2023
 - NEW: financial policies per audit recommendation
- Facilities
 - Close out MMES
 - Needs assessment EES and MERMHS
 - Turf field replacement
- Policy
 - Twelve-month working agreement updates
 - Non-discrimination policy compliance updates
 - Study and propose SC transition timing policy
 - Study and propose food service recommendations for 2023-24+