

Poughkeepsie City School District
Board of Education Goals – 2024-2025
Version June 21, 2024

Goal #1: The board will support the district's efforts to set high expectations of student success and demonstrate improvement in student achievement.

Objectives:

- The board will review attendance, test score, suspension, graduation, and other important metrics of student success in order to support the district's academic improvement plans for all students, including for English Language Learners and Students with Exceptionalities.
 - Measurable Performance Objective: *The board will hold at least ten monthly Workshop Meetings at which it will receive and discuss district reports on these metrics. Target completion date: June 30, 2025.*
- The board will continue to support the district's efforts to build an effective District Dashboard and to use results from the Dashboard to create and implement data-based improvement plans.
 - Measurable Performance Objective: *The board will hold at least one Workshop Meeting in which progress on the District Dashboard is presented and discussed. Target completion date: June 30, 2025.*

Goal #2: The board will improve the effectiveness, efficiency, transparency, and sustainability of governance team policies, practices, and operations.

Objectives:

- In order to ensure continuity of best practices, the board will create a Board Handbook and establish an orientation procedure for new board members.
 - Measurable Performance Objective for 2024-2025: *The board will approve a Board Handbook and an orientation procedure. Target completion date: October 1, 2024.*
- The board will continue to refine the responsibilities, and improve the effectiveness of, its committees.
 - Measurable Performance Objective: *The board will hold at least one retreat at which a plan to refine committee duties and responsibilities will be prepared in time for approval at the July Reorganization Meeting. Target completion date: June 30, 2025.*

- The board will continue to emphasize adherence to current policy while accelerating the process of reviewing and revising the PCSD Policy Manual, with the goal of reviewing at least ten policies per regular meeting.

- Measurable Performance Objective: *The board will review and revise/approve at least 120 policies by June 30, 2025. Target completion date: June 30, 2025.*

Goal #3: The board will leverage community resources for the benefit of our students by building stronger engagement with parents and the community.

Objectives:

- In order to better engage the community, the board will take steps to increase live attendance and participation at board meetings.

- Measurable Performance Objective: *The board will hold three of its regular meetings at other schools or community venues. Each of these meetings will include extended Public Comment periods. Target completion date: June 30, 2025.*

- The board will track and strive to increase board member attendance at community/district events.

- Measurable Performance Objective: *The Board will create and complete a Board Member Event Attendance Database so as to establish a baseline number of events attended. Target completion date: October 1, 2024.*

- In order to align the district with community values and activities, the board will continue to actively participate in the Poughkeepsie Children's Cabinet (PCC).

- Measurable Performance Objective: *Governance team representatives on the Poughkeepsie Children's Cabinet will maintain high levels of attendance and engagement with the work of that body and will make a report on the PCC's activities to the Board. Target completion date: June 30, 2025.*

Goal #4: The board will support the district's efforts to implement new contracts, enhance equity, and provide for staff wellness and professional development.

Objectives:

- The board will require the Superintendent to: 1) maintain the currency of all labor contracts; 2) prioritize the principle of equity in all contract negotiations; and 3) prioritize the principle of equity in the revision of the non-represented employee policies.

- Measurable Performance Objective: *By June 30, 2025, all collective bargaining units will be operating on current contracts and the board will have approved at least one policy to advance the goal of equity for non-represented employees. Target completion date: June 30, 2025.*
- The board will support the Superintendent's efforts to provide for staff wellness and professional development.
 - Measurable Performance Objective: *The board will review, discuss, and approve a district Health and Wellness Policy that allocates resources to schools to achieve school-based health and wellness goals. Target completion date: June 30, 2025.*