2019-2020 District Goals

Goal #1: 21st Century Integration
The Orange Public Schools will invest in its teachers. The district values and promotes a culture of excellence in teaching and learning through increased and improved opportunities for quality, sustained professional development that address district needs and individual school needs as outlined by data points.

1) 100% of Professional Learning Communities will be utilized as leverage points for sharing best practices which ultimately will enhance student achievement
   o Professional Learning Committees will become more instructional in nature. The principals alongside district administrators will structure the agendas around academic data points that will be targeted and monitored for improvement.
   o Data reviews will allow for strategic planning and preparation in the effort of maximizing lesson delivery.

2) Increase in the number of job-embedded professional learning opportunities that incorporate the expertise of building principals planning alongside district administration by 30%
   o Administrative Meetings will be instructionally-focused learning sessions for principals and district administrators. Ultimately, all training sessions will be germane to data points resulting from walk-through trend analyses.
   o Administrative meetings will have instructionally focused agendas with accompanying sign in sheets.

3) Increase the number of students participating in district programs such as STEM, Debate, Science and Mathematics Fairs by 25%
   o Provide a variety of opportunities for students to demonstrate the relevance and interconnectedness of their knowledge and skills

4) 100% of teachers will utilize varying data points across content areas to strengthen their content pedagogy and to provide instructional action plans for students
   o Teachers will apply individualized approaches to instruction for each student in the district.
   o Data will be used to strengthen lesson plans as well as the creation agenda items and signature sheets.
Goal #2: Community Engagement
The Orange Public Schools will develop a consistent communication system for disseminating and receiving information between school administration, teachers, staff, students, parents, and the community.

1) **Increase the timeliness, access, and effectiveness of all communication with all stakeholders via multiple measures by 25%**
   - Social Media Platforms
   - RoboCalls via School Wires at the district and school levels
   - Superintendent’s Report (online access to staff and community stakeholders)
   - Routine face-to-face opportunities to engage with community and stakeholders

2) **Increase the use of emerging and available communications outlets to transmit information by 30%**
   - Partner with universities (local and throughout the state) in order to get information to prospective candidates for job fairs and other industry level announcements
   - Introduce LinkedIn for SY2019-2020 to stretch hiring practices and engage with the outside community

3) **Enhance the overall quality and timeliness of information and resources provided on the District’s website by 25%**
   - Redesign the District Website
   - Provide weekly updates via the district website relevant to school and district initiatives
   - Create an Orange Public Schools App in the effort to share initiatives “at a glance” with families and staff following our website

4) **Create and disseminate quarterly newsletters at the school and district levels**
Goal #3: Facilities and Finance
The Orange Public Schools will redesign the fiscal management, operations, and human resources of the organization to ensure a system of accountability, transparency, and efficiency for the optimal delivery of services.

1) Create a district budget that accommodates and supports the needs of central office departments, all schools and students while sustaining systems that have yielded results through a strategic assessment of data
   - Analyze and clarify how all budgeted funds are allocated and expended at the department and school levels
   - Examine and evaluate contracted services provided to the district and continuously improve effectiveness
   - Identify and execute capital projects (short term/long term, prioritized, and categorized on the basis of need)

2) Implement innovations that empower central office departments and schools to properly and efficiently allocate funding within their locations
   - Design district- and school-level organization charts that provide departments and schools with a blueprint of essential instructional and non-instructional positions
   - Establish an appropriate framework with criteria and guidance for each administrator to customize budgets and resources based on specific department and school needs
   - Improve strategies for the recruitment, staffing, professional development, coaching, evaluation, retention, and promotion of staff that will result in a pipeline for career continuum, capacity building, and succession planning
Goal #4: Social and Emotional Supports
The Orange Public Schools will ensure that all students will receive social and emotional support to become adaptable, confident citizens who embody self-awareness and strong interpersonal skills, and who are capable of responsible decision-making and managing their emotions and behaviors.

1) Provide research-based curriculum to strengthen students’ social/emotional relationships
   o Provide additional supports in Restorative Practices to ensure that the whole child is developed through reflective yet informative social and emotional practices. This will be captured by a decrease of Administrative Hearings at the district level by 15% as well as a districtwide decrease in suspension rates by 15%.

   o Increase the involvement of guidance counselors and social workers in the effort of understanding student triggers and needs for support by 15%

2) Enhance community-based partnerships in order to assist students and families
   o Utilize the District’s community partnership officer to assist school-based staff with establishing partnerships to support families and students