

## 2024-25 Board Goals

Board Goals reflects Superintendent Goals reviewed on 8/26/24. Adopted by the Board on 9/23/24.

### Goal #1 - Instructional Framework

- Build a broad base of knowledge in teachers and administrators about the Center for Educational Leadership's 5D+ Rubric that results in common knowledge and common practice in the five "high-leverage" categories.
  - Through the Collaborative Steering Committee (comprised of teachers and administrators), evaluate and adjust the CEL Learning Process.
  - Through All Administrative Meetings, work with admin to:
    - Build and protect time for principals to observe using the rubric. (Become fluent in seeing the 5 practices)
    - Build skills to allow Administrators to create feedback (questions) that lead to teacher and administrator reflection.

### Goal #2- Facility Planning Process

- In partnership with the community and facility specialists, develop an overall Process Timeline to determine Greater Albany School District's facility maintenance needs along with any possible new construction of schools or district-related sites.
  - 2007 Construction Bond (Timber Ridge) will retire in 2027, 2028 will see a reduced tax rate. Graph shared with Budget Committee. May or November 2027 elections are possible dates.
  - Tasks to prepare:
    - Recruit Committee for Planning
    - Evaluate current maintenance needs in existing buildings
    - Project population of community, students

### Goal #3 - Behavior Supports

- By June 2025, improve staff outcomes on Classified and Certified District Surveys to reflect higher levels of learning and provision of support.
  - Prioritize direct support and training of school staff.
    - Presence in schools to thoroughly understand gaps or challenges with students presenting with highest needs.
    - Routine check-ins will shift to intensive response to challenges
  - District will review current processes and job responsibilities to ensure flexible responsiveness is present.
  - District will establish a committee to periodically review responses to behavior including prevention of staff injuries.

## Strategic Plan Priorities

- Priority #1 - Equitable outcomes and systems for all students
  - Objective 1: GAPS develops and delivers district wide systems to attract, recruit, grow, and retain a diverse and inclusive workforce reflective of our evolving student population.
  - Objective 2: GAPS will create and deliver a consistent ongoing professional development plan for each employee centered on equity, diversity, and inclusion (EDI) that is relevant and has multiple points of entry.
  - Objective 3: GAPS uses data to identify disparities in academic outcomes and implements research based education models and systems designed to reduce those disparities for each student.
- Priority #2 - Social, Emotional, and mental health supports
  - Objective 1: GAPS will implement an evidence based, pre K-12 social-emotional learning system to ensure each student gains necessary skills and feels safe, welcome, and valued.
  - Objective 2: GAPS staffing plan will prioritize and equitably allocate personnel who directly support students' social, emotional, and mental health.
  - Objective 3: GAPS will support the comprehensive health needs of students and families by establishing and strengthening robust systems and partnerships with local, regional, and state organizations.
- Priority #3 - Rigorous and engaging academics
  - Objective 1: GAPS will deliver a guaranteed and viable curriculum that provides each student with the authentic opportunity to meet Oregon grade level and content standards.
  - Objective 2: Instructional staff will deliver relevant learning that centers students' strengths to develop transferable skills to navigate current and future challenges.
  - Objective 3: GAPS will facilitate robust opportunities for self discovery that affirm and support students' strengths, identity, interests, and passions through multiple pathways.