

**South Hamilton CSD
Board/Superintendent Goals
2020-2021**

Goal #1 (School Finance)

At the end of FY19, the South Hamilton CSD had a negative unspent balance of -\$207,323. Therefore, the district had to appear before the School Board Review Committee (SBRC) and develop a plan to ensure the unspent balance was positive at the end of FY21. The South Hamilton Superintendent will monitor and be held principally accountable for the financial health of the school district; and along with the board of education has set a goal of maintaining a minimum cash balance of 20% of general fund expenditures, a solvency ratio of 4%, and an unspent balance between \$275,000 and \$420,000 as measured at the end of the fiscal year on June 30th, 2021. (The long-term goal for an annual solvency ratio is between 5% and 10%).

The board has requested that the administrative and business staffs provide Financial Reports in a dashboard format that can be more easily reviewed and allow for a better understanding of the data.

Goal #2 (School Finance)

During last year's contract negotiations, it was strongly suggested by both management and the teacher's association that the district's Schedule B salary scale be appraised, potentially revised, and/or replaced. The South Hamilton Board of Directors has charged the district's staff with reviewing and revising the currently used Schedule B salary scale as necessary. On or before November 15th, 2020 the district's legal counsel will be consulted and a committee of administrators, directors, teachers, coaches, and sponsors will be formed with the goal of completing a viable work product by April 2021.

Goal #3 (School Finance)

One of the Board of Director's goals for 2020-2021 is to better plan and track the District's facility, equipment, technology, and curriculum expenditures

for the long-term. The current 4-year PPEL/SAVE plan seems to provide a general overview of expected revenues and prospective expenditures; however, the descriptions of items and projects need to be more precise, this will be completed by December 15th, 2020. The PPEL/SAVE plan should be discussed more frequently thereafter. A plan that provides an outline of potential large-scale curriculum purchases will be developed and completed by March 15th, 2021.

Goal #4 (School Climate/Culture)

The South Hamilton Board of Directors expects that all students and staff will have a nurturing and non-threatening learning and working environment. The Superintendent will actively oversee the district's student behavior management system and practices. The superintendent will hold monthly Keeping in Touch (KIT) meetings in each building, so staff can share concerns and insights in a cooperative and non-threatening environment. In addition, the Superintendent will hold a book study with the building administrators using *School Culture Recharged: Strategies to Energize Your Staff and Culture*, by Steve Gruenert and Todd Whitaker as the primary resource --- book study to be completed on or before 3/1/2021. The administrative team will use strategies derived from the resource and share outcomes with the Board of Directors at the March board meeting.

The State's Condition of Learning scores (specific data points to be determined), annual PBIS data, discipline referrals, and staff-submitted 360 Surveys will be used as the primary evidence sources. The district findings in each of the sources will show overall improvement when compared with 2019-2020. The data will be reviewed at the June 2021 board meeting.

Goal #5 (College and Career Ready)

The South Hamilton Board of Directors will promote age-appropriate 21st Century Skills in the regular curriculum, job shadows, internships, and other enrichment activities that may not otherwise be available locally - at ALL grade levels as identified in the Common Curriculum - to ensure students will be successful post-graduation. District-developed surveys will be created by (April 1st, 2021) and afforded to the 2021 graduating seniors to gather the

data needed to review and analyze the district's progress toward better alignment of its course offerings and curriculum to local student needs. Follow-up surveys will then be sent to the same student cohort at 6 and 18 months after graduation. The findings will be gathered, shared, and analyzed in a report to be presented at the July board meeting.

Goal #6 (Community Relations)

The South Hamilton Board of Directors understands the benefits of strong school and community partnerships. Therefore, by January 15th, 2021, the district will establish an "Outreach Team" consisting of staff and students charged with the development of strong community and organizational relationships with local organizations and businesses. The Outreach Team will provide a bi-annual report of activities at the June Board meeting.