

**NEW KENT PUBLIC SCHOOLS  
SCHOOL BOARD GOALS  
For 2009 – 2011  
Adopted October 5, 2009**

**Area 1 – Administration & Leadership**

**GOAL STATEMENT(S)**

	Year 09–10	Year 10 - 11
New Kent Public Schools will.....		
<ul style="list-style-type: none"> <li>• Initiate a broad and effective program of ongoing communication with all New Kent stakeholders, including students, families, school personnel, local county officials, and the larger business and industrial community.</li> </ul>	<b>X</b>	<b>X</b>
<ul style="list-style-type: none"> <li>• Convene a diverse committee of stakeholders to review and update the Student Code of Conduct with final recommendations to the School Board by June, 2010.</li> </ul>	<b>X</b>	
<ul style="list-style-type: none"> <li>• Establish a Leadership Academy to identify and nurture emerging leaders within division staff.</li> </ul>	<b>X</b>	<b>X</b>
<ul style="list-style-type: none"> <li>• Implement the Bright Software Module which integrates both Finance and Human Resources data to generate employee contracts and letters of employment.</li> </ul>	<b>X</b>	
<ul style="list-style-type: none"> <li>• Implement a coordinated and responsive H1N1 Intervention Plan throughout the Fall and Winter of 2009 – 2010 in collaboration with the District Public Health Department.</li> </ul>	<b>X</b>	

	Year 09–10	Year 10 - 11
• Establish a stronger partnership with the New Kent Business & Industry community through the establishment of a Business Advisory Council.	X	
• Partner with Virginia Commonwealth University in the development of a principal professional development program aimed at enhancing leadership skills to improve student achievement (Project HELP).	X	X
• Plan for and implement a comprehensive review of and revisions to the NKCPS Policy Manual.	X	X

**Area 2 – Curriculum & Instruction**

**GOAL STATEMENT(S)**

New Kent Public Schools will.....

• Review and revise, as appropriate, existing attendance policies and develop a comprehensive approach to truancy intervention & prevention.	X	X
• Target remediation programs focused on underachieving subgroups that employ research-based remediation.	X	X
• Provided intensified professional development to instructional staff	X	X
• Complete planning for the implementation of a 4x4 Hybrid Block schedule at NKHS during the 2009-2010 school year. Policy changes related to this process will be presented for School Board approval by June, 2010. NKHS will implement this schedule for the 2010-2011 school year.	X	X

	Year 09–10	Year 10 - 11
<ul style="list-style-type: none"> <li>Actively seek a partnership with a Career and Technical Education provider (Community College or Regional Technical Center) that will provide high quality CTE programs for high school students. If a partnership is established NKCPS will enroll students with the new provider beginning in the 2010-2011 school year.</li> </ul>	X	X
<ul style="list-style-type: none"> <li>Complete planning for the implementation of the new Personal Finance and Economics graduation requirement and implement the course, beginning with the 9<sup>th</sup> grade class of 2010-2011.</li> </ul>	X	X
<ul style="list-style-type: none"> <li>In conjunction with the implementation of a 4x4 Hybrid schedule at NKHS, develop additional elective course offerings, with a particular focus on the development of AP and Dual Enrollment course offerings. Proposed courses will be approved by November, 2009 and implemented in 2010-2011.</li> </ul>	X	X
<ul style="list-style-type: none"> <li>Beginning in 2010-2011, all 7<sup>th</sup> grade students will complete, with guidance from faculty and staff, an Academic and Career Plan, in accordance with guidelines from the Virginia Department of Education.</li> </ul>	X	X
<ul style="list-style-type: none"> <li>Develop a vertically-aligned, K-12 approach to dropout prevention, including a system for data collection and development of interventions during the 2009-2010 and 2010-2011 school years.</li> </ul>	X	X
<ul style="list-style-type: none"> <li>Work to annually maintain an On-Time Graduation Rate that exceeds the Virginia average and to maintain an On-Time Drop-Out Rate that is lower than the Virginia average.</li> </ul>	X	X

### Area 3 – Technology

#### GOAL STATEMENT(S)

New Kent Public Schools will.....

	Year 09–10	Year 10 - 11
<ul style="list-style-type: none"><li>• Initiate a comprehensive upgrade of technology infrastructure, software applications, and real-time network access to fully support the instructional process, to include (but not limited to):<ul style="list-style-type: none"><li>○ Wiki's &amp; Blogs</li><li>○ Student Accounts &amp; Teacher Class Folders</li><li>○ Upgraded Division Server Capacity</li><li>○ Broad-based Application of Instant Alert Capacity</li><li>○ Permanent Upgrade of GWES Connectivity</li><li>○ Coordinated Professional Development for Technology Applications</li><li>○ Full Support for PowerSchool Implementation</li><li>○ Completion of SOL On-Line Testing Initiative</li><li>○ Complete Upgrade and Redesign of Division Website</li></ul></li></ul>	<b>X</b>	
<ul style="list-style-type: none"><li>• Conduct a comprehensive review of the leadership and administrative requirements for a 21<sup>st</sup> Century Technology Program within the New Kent County Public Schools.</li></ul>		<b>X</b>

**Area 4 – Human Resources**

**GOAL STATEMENT(S)**

Year  
09–10

Year  
10 - 11

New Kent Public Schools will.....

- |   |   |   |
|---|---|---|
| <ul style="list-style-type: none"> <li>• Recruit, retain, and support diverse and effective leadership, faculty and staff</li> <li>• Establish the integration of Human Resources data into the Bright System</li> <li>• Review and revise, as appropriate, existing Human Resources policies and Procedures</li> <li>• Convene a committee to complete an evaluation, and as necessary to revise, the current evaluation instruments for administrators, teachers and support staff with final recommendations to the School Board by June, 2010.</li> </ul> | <p><b>X</b></p> <p><b>X</b></p> <p><b>X</b></p> <p><b>X</b></p> | <p><b>X</b></p> <p><b>X</b></p> <p><b>X</b></p> <p><b>X</b></p> |
|---|---|---|

**Area 5 – Business & Operations**

**GOAL STATEMENT(S)**

Year  
09–10

Year  
10 – 11

New Kent Public Schools will.....

- Develop and implement monthly management reports and accountability reports for cost center managers
- Increase management oversight of Operations/Maintenance, Transportation and Food Service departments
- Adopt and implement budgeting software to improve efficiency and reporting in the financial services office
- Implement Satellite/GPS based tracking technology in transportation
- Implement a Records Management Program that is cost effective, Environmentally friendly, and equipped to meet Virginia Code.

**X**

**X**

**X**

**X**

**X**

**NEW KENT PUBLIC SCHOOLS  
School Board Goals  
Implementation Plan for 2009-11**

*Approved 11/2/09*

**Area 1 – Administration & Leadership**

**GOAL STATEMENT 1a:** New Kent Public Schools will initiate a broad and effective program of ongoing communication with all New Kent stakeholders, including students, families, school personnel, local county officials, and the larger business and industrial community.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Identify all key community stakeholders &amp; their relationship to the NKCPSS</li> <li>2. Identify all communication channels available, both internal and external</li> <li>3. Investigate available means of communication (e.g., Instant Alert) and explore how they are employed by other school divisions</li> <li>4. Explore the feasibility of conducting a “community satisfaction survey”</li> </ol>	<ol style="list-style-type: none"> <li>1. A completed directory of community stakeholders</li> <li>2. A comprehensive listing of available communication options</li> <li>3. A compilation of “best communication practices” successfully adopted and employed by school divisions in Virginia</li> <li>4. Investigate cost and impact of “community satisfaction surveys” conducted by other school divisions</li> </ol>

**GOAL STATEMENT 1b:** New Kent Public Schools will convene a diverse committee of stakeholders to review and update the Student Code of Conduct with final recommendations to the School Board by June, 2010.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Identify &amp; notify all identified stakeholders of plan for reviewing and revising Code of Conduct</li> <li>2. Conduct a full review of appropriate Codes from target divisions, recent legislation from the General Assembly, &amp; NKCPSS’ most recent Crime &amp; Violence Report</li> <li>3. Identify any new or emerging areas of student misconduct for inclusion in the proposed revisions</li> </ol>	<ol style="list-style-type: none"> <li>1. Draft revisions for ongoing review</li> <li>2. Final recommended Revised Code of Conduct to School Board for Adoption by June, 2010</li> </ol>

**GOAL STATEMENT 1c:** New Kent Public Schools will establish a Leadership Academy to identify and nurture emerging leaders within division staff.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Identify Emerging Leaders for possible selection</li> <li>2. Develop an Academy Curriculum for adoption</li> <li>3. Design &amp; implement a plan for a New Kent Leadership Academy</li> </ol>	<ol style="list-style-type: none"> <li>1. A completed design &amp; implementation plan for a New Kent Leadership Academy</li> <li>2. A successfully identified &amp; trained “cadre” of prospective leaders within the NKCPs</li> </ol>

**GOAL STATEMENT 1d:** New Kent Public Schools will implement the Bright Software Module which integrates both Finance and Human Resources data to generate employee contracts and letters of employment.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Develop a plan of action to train key staff members to utilize the software system</li> </ol>	<ol style="list-style-type: none"> <li>1. Contracts printed using software for 2010-11 school year</li> <li>2. Shared database between finance and human resource departments</li> <li>3. Reports generating using new system</li> </ol>

**GOAL STATEMENT 1e:** New Kent Public Schools will implement a coordinated and responsive H1N1 Intervention Plan throughout the Fall and Winter of 2009 – 2010 in collaboration with the District Public Health Department. (RR)

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Establish &amp; maintain an effective collaborative relationship with Chickahominy Public Health Department officials</li> <li>2. Develop and implement a flexible and responsive H1N1 Intervention Plan based on recommended “best practices”</li> <li>3. Ensure accurate and timely data on staff &amp; student absences to both VDOE &amp; VDH</li> </ol>	<ol style="list-style-type: none"> <li>1. Effective &amp; ongoing collaborative efforts with the Chickahominy Public Health Department</li> <li>2. A successfully implemented response plan to the spread of H1N1 during the Fall &amp; Winter, 2009-10</li> </ol>

**GOAL STATEMENT 1f:** New Kent Public Schools will establish a stronger partnership with the New Kent Business & Industry community through the establishment of a Business Advisory Council.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Determine the feasibility of merging the CTE Advisory Committee into a larger Business Advisory Council</li> <li>2. Identify &amp; invite participation from selected business and industry partners</li> </ol>	<ol style="list-style-type: none"> <li>1. A completed membership list for a Business Advisory Council submitted to the School Board by June, 2009</li> </ol>

**GOAL STATEMENT 1g:** New Kent Public Schools will partner with Virginia Commonwealth University in the development of a principal professional development program aimed at enhancing leadership skills to improve student achievement (Project HELP).

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Purchase principal evaluation tool (VAL-ED) from Discovery Learning</li> <li>2. Facilitate principal self-evaluation survey and disseminate feedback from survey</li> <li>3. Plan professional development to be administered in monthly principals' meetings based upon survey results</li> <li>4. Facilitate administration of VAL-ED each spring (360 degree feedback – teacher, principal, supervisor)</li> </ol>	<ol style="list-style-type: none"> <li>1. VAL-ED survey results</li> <li>2. Reflective feedback from administrators</li> </ol>

**GOAL STATEMENT 1h:** New Kent Public Schools will plan for and implement a comprehensive review of and revisions to the NKPCS Policy Manual.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Develop a comprehensive list of required revisions to both the format and content of the School Board Policy Manual</li> </ol>	<ol style="list-style-type: none"> <li>1. A completed work plan and budget submitted to the School Board by June, 2010</li> <li>2. A revised School Board Policy Manual submitted to the</li> </ol>

<ol style="list-style-type: none"> <li>2. Evaluate the workload requirements for this specific project</li> <li>3. Identify projected costs for and prospective vendors for completion of the project</li> <li>4. Secure approval for and funding of the project for the 2010-11 school year</li> </ol>	<p>School Board for final approval by June, 2011</p>
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**Area 2 – Curriculum & Instruction**

**GOAL STATEMENT 2a:** New Kent Public Schools will review and revise, as appropriate, existing attendance policies and develop a comprehensive approach to truancy intervention & prevention. (RR)

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Develop a comprehensive list of research-based strategies for truancy prevention &amp; intervention</li> <li>2. Identify those “gatekeepers” who critical to the success of any such prevention/intervention efforts</li> <li>3. Identify and implement those strategies most appropriate for the NKCPS</li> </ol>	<ol style="list-style-type: none"> <li>1. A fully implemented truancy prevention &amp; intervention program by June, 2010</li> <li>2. A significant increase in absenteeism and chronic truancy by June, 2011</li> </ol>

**GOAL STATEMENT 2b:** New Kent Public Schools will target remediation programs focused on underachieving subgroups that employ research-based remediation.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Continue to support effective implementation of the benchmark assessment program that allows schools to identify students in need of remediation <ul style="list-style-type: none"> <li>Test Development</li> <li>Pacing Guides</li> <li>Curriculum Frameworks</li> <li>Data Analysis</li> </ul> </li> </ol>	<ol style="list-style-type: none"> <li>1. SOL Scores (AYP analysis)</li> <li>2. Correlation analysis of SOL scores and Benchmark results</li> <li>3. Comparison of Benchmark results, SOL scores, and class grades</li> </ol>

2. Provide adequate and appropriate staffing and resources to support effective in-school remediation	<ul style="list-style-type: none"> <li>4. School Schedules</li> <li>5. SOL Scores (AYP analysis)</li> <li>6. Correlation analysis of SOL scores and Benchmark results</li> <li>7. Comparison of Benchmark results, SOL scores, and class grades</li> </ul>
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**GOAL STATEMENT 2c:** New Kent Public Schools will provide intensified professional development to instructional staff.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ul style="list-style-type: none"> <li>1. Ensure that school level professional development plans are aligned with the division professional development plan and division and school instructional goals</li> <li>2. Convene the division-wide professional development committee each spring to evaluate and revise the division professional development plan</li> <li>3. Provide resources necessary to support professional development</li> <li>4. Establish partnerships with Virginia Commonwealth University and The College of William and Mary to provide mathematics specific professional development</li> </ul>	<ul style="list-style-type: none"> <li>1. Evaluation of professional development plans for the school division</li> <li>2. Evaluation of grant participation</li> <li>3. SOL Scores (AYP analysis)</li> <li>4. Feedback from professional development evaluations, including lesson study and administrator observations</li> </ul>

**GOAL STATEMENT 2d:** New Kent Public Schools will complete planning for the implementation of a 4x4 Hybrid Block schedule at NKHS during the 2009-2010 school year. Policy changes related to this process will be presented for School Board approval by June, 2010. NKHS will implement this schedule for the 2010-2011 school year.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
1. Refer to separate 4x4 Implementation plan	1. NKHS Master Schedule

**GOAL STATEMENT 2e:** New Kent Public Schools will actively seek a partnership with a Career and Technical Education provider (Community College or Regional Technical Center) that will provide high quality CTE programs for high school students. If a partnership is established, NKCPs will enroll students with the new provider beginning in the 2010-2011 school year.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Meet with potential partners to determine availability of new CTE programs</li> <li>2. Develop a Memorandum of Understanding and Articulation Agreement with a new CTE program provider</li> <li>3. Enroll students with new CTE provider beginning in the fall of 2010</li> </ol>	<ol style="list-style-type: none"> <li>1. MOU</li> <li>2. Student enrollment with new provider</li> </ol>

**GOAL STATEMENT 2f:** New Kent Public Schools will complete planning for the implementation of the new Personal Finance and Economics graduation requirement and will implement the course, beginning with the 9<sup>th</sup> grade class of 2010-2011.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Provide sufficient staffing to implement this new Virginia graduation requirement for the class of 2014</li> </ol>	<ol style="list-style-type: none"> <li>1. NKHS Master Schedule</li> </ol>

**GOAL STATEMENT 2g:** New Kent Public Schools, in conjunction with the implementation of a 4x4 Hybrid schedule at NKHS, will develop additional elective course offerings, with a particular focus on the development of AP and Dual Enrollment course offerings. Proposed courses will be approved by November, 2009 and implemented in 2010-2011.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Administer student survey to determine student interest in potential course offerings</li> <li>2. Review existing staff credentials to determine availability of dual enrollment teachers</li> </ol>	<ol style="list-style-type: none"> <li>1. NKHS Course Offerings booklet</li> <li>2. NKHS Master Schedule</li> <li>3. Articulation agreement with RCC for Dual Enrollment Offerings</li> </ol>

<ul style="list-style-type: none"> <li>3. Provide funding for required professional development for AP and Dual Enrollment teachers.</li> <li>4. Plan for the implementation of advanced curricular offerings at New Kent Middle School to prepare students for AP and Dual Enrollment coursework at the high school level</li> </ul>	<ul style="list-style-type: none"> <li>4. AP Course Audit</li> <li>5. Budget proposals for future staffing needs</li> </ul>
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**GOAL STATEMENT 2h:** Beginning in 2010-2011, all 7<sup>th</sup> grade students will complete, with guidance from faculty and staff, an Academic and Career Plan, in accordance with guidelines from the Virginia Department of Education.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ul style="list-style-type: none"> <li>1. Oversee the development of a guidance document for use with students in planning their academic careers</li> <li>2. Oversee the development of an effective Career Exploration program at New Kent Middle School</li> <li>3. Develop an implementation plan that provides for individual student guidance and systematic individual follow-up through each student's high school career</li> </ul>	<ul style="list-style-type: none"> <li>1. Student Plans</li> <li>2. Guidance Documents</li> </ul>

**GOAL STATEMENT 2i:** New Kent Public Schools will develop a vertically-aligned, K-12 approach to dropout prevention, including a system for data collection and development of interventions during the 2009-2010 and 2010-2011 school years.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ul style="list-style-type: none"> <li>1. Facilitate K-12 staff collaboration to collect and share data and implement coordinated interventions</li> </ul>	<ul style="list-style-type: none"> <li>1. Student data collection</li> <li>2. Student/family intervention plans</li> </ul>

**GOAL STATEMENT 2j:** New Kent Public Schools will work to annually maintain an On-Time Graduation Rate that exceeds the Virginia average and to maintain an On-Time Drop-Out Rate that is lower than the Virginia average.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Support the use of effective scheduling practices that allow opportunities for remediation and relevant, meaningful curricular offerings</li> <li>2. Develop effective parent and community partnerships to support on-time graduation</li> <li>3. Provide needed support to struggling students, which may include assigning mentors and providing structured intervention time during the school day</li> </ol>	<ol style="list-style-type: none"> <li>1. Annual reports on On-Time Graduation and Drop-Out Rates</li> </ol>

### **Area 3 – Technology**

**GOAL STATEMENT 3a:** New Kent Public Schools will initiate a comprehensive upgrade of technology infrastructure, software applications, and real-time network access to fully support the instructional process, to include (but not limited to):

- Wiki's & Blogs
- Student Accounts & Teacher Class Folders
- Upgraded Division Server Capacity
- Broad-based Application of Instant Alert Capacity
- Permanent Upgrade of GWES Connectivity
- Coordinated Professional Development for Technology Applications
- Full Support for PowerSchool Implementation
- Completion of SOL On-Line Testing Initiative
- Complete Upgrade and Redesign of Division Website

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Identify appropriate software and needed support hardware required to integrate the applications noted above</li> </ol>	<ol style="list-style-type: none"> <li>1. Successful purchase, installation, and operationalizing of all noted applications by the end of the 2009-10 school year</li> </ol>

<ul style="list-style-type: none"> <li>2. Solicit, as necessary, competitive bids or proposals for each of the applications noted above</li> <li>3. Purchase, install, and operationalize each of the applications noted above</li> </ul>	
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**GOAL STATEMENT 3b:** New Kent Schools will develop and fund a Director of Technology position.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ul style="list-style-type: none"> <li>1. Identify the knowledge, skills, and job requirements for a Director of Technology position</li> <li>2. Develop a funding approach through upgrading or adding a new position to be included in the 2010-11 budget</li> </ul>	<ul style="list-style-type: none"> <li>1. A Director of Technology position in place and filled by July, 2010</li> </ul>

**Area 4 – Human Resources**

**GOAL STATEMENT 4a:** New Kent Schools will recruit, retain, and support diverse and effective leadership, faculty and staff.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ul style="list-style-type: none"> <li>1. Collaborate with local colleges and universities to establish cohorts of applicants (emphasis on critical shortage areas)</li> <li>2. Train and assist principals with teacher improvement plans related to areas of measured growth to improve teacher effectiveness</li> <li>3. Continue to monitor attendance of employees and provide support</li> <li>4. Emphasize New Teacher Orientation and New Teacher Academies during recruiting</li> <li>5. Increase diversity and nontraditional representation with teaching and leadership staff</li> </ul>	<ul style="list-style-type: none"> <li>1. IPAL report indicating percentage of highly qualified staff at all schools</li> <li>2. Subfinder Reports (daily)(monthly to administration)</li> <li>3. Increase teacher attendance</li> </ul>

6. Establish a plan to recognize staff excellence	4. Staff recognitions at school board meetings and Teacher of the Year per school and recognize employee of the year per department
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**GOAL STATEMENT 4b:** New Kent Schools will establish the integration of Human Resources data into the Bright System

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
1. Work collaboratively with finance department to build a shared database for contracts and hiring 2. Attend training to become efficient in the Bright System 3. Establish internal procedures for use of the Bright System	1. Database and contracts  2. Flowchart outlining internal procedures completed by Human Resources and Finance

**GOAL STATEMENT 4c:** New Kent Schools will review and revise, as appropriate, existing Human Resources Policies and Procedures.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
1. Create an updated personnel handbook 2. Create an updated mentor/mentee guide 3. Present revised policies to School Board for consideration and approval as needed	1. Revised forms, procedures, manuals, policies (on-going)

**GOAL STATEMENT 4d:** New Kent Schools will convene a committee to complete an evaluation, and as necessary to revise, the current evaluation instruments for administrators, teachers and support staff with final recommendations to the School Board by June, 2010.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
1. Create evaluation instruments specific to job duties of employees (i.e. classified employees)	1. New evaluation forms

<ul style="list-style-type: none"> <li>2. Design fillable forms for current evaluations</li> <li>3. Collaborate with the superintendent to review and revise as necessary administrator evaluation instruments</li> </ul>	
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**Area 5 – Business & Operations**

**GOAL STATEMENT 5a:** New Kent Public Schools will develop and implement monthly budget management reports and accountability.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ul style="list-style-type: none"> <li>1. Create user-friendly reports, based on user feedback and software capabilities</li> <li>2. Collaborate with Cost Center managers on proper use of reports</li> </ul>	<ul style="list-style-type: none"> <li>1. Management reports provided on monthly basis</li> <li>2. Feedback survey from cost center managers</li> </ul>

**GOAL STATEMENT 5b:** New Kent Public Schools will ramp-up ongoing oversight of Operations/Maintenance, Transportation and Food Service.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ul style="list-style-type: none"> <li>1. Hold weekly meetings with department heads.</li> <li>2. Establish regular reporting from departments to SBO</li> </ul>	<ul style="list-style-type: none"> <li>1. Minutes from meetings available</li> <li>2. Departmental report templates finalized</li> <li>3. Regular updated reports provided to school board</li> </ul>

**GOAL STATEMENT 5c:** New Kent Public Schools will adopt and implement new budget software.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ul style="list-style-type: none"> <li>1. Implement budget software specifically designed to build and present budget information in an efficient manner</li> </ul>	<ul style="list-style-type: none"> <li>1. Budget software implemented and in full use by finance office</li> <li>2. Improved presentation of budget document available to public and internal stakeholders</li> </ul>

**GOAL STATEMENT 5d:** New Kent Public Schools will implement Satellite/GPS based technology in transportation.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Implementation of satellite/GPS technology in transportation</li> <li>2. Improved tracking of bus driver job productivity and budgeting of expenses</li> <li>3. Improved information flow to transportation office and public stakeholders</li> </ol>	<ol style="list-style-type: none"> <li>1. Proposal presented to school board for approval</li> <li>2. Funds budgeted for long term implementation of program</li> <li>3. Technology in place and in use by end of FY 2011</li> </ol>

**GOAL STATEMENT 5e:** New Kent Public Schools will implement a Scanning/Records Management Program.

<u>Objective(s)</u>	<u>Outcome Indicator(s)</u>
<ol style="list-style-type: none"> <li>1. Implementation of scanning program to reduce storage requirements and paper copies in storage</li> </ol>	<ol style="list-style-type: none"> <li>1. Proposal presented to school board for approval</li> <li>2. Funds budgeted for ongoing implementation of program</li> <li>3. Vendor selected and hired for ongoing services</li> </ol>