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Proposed Goal Revisions

Goal 1: Provide extra classroom learning experiences and offerings that appeal to a wide range of student interests and needs.

Evidence of Success:

- Annual analysis of field trips, extra-service offerings, performances, student workshops and special programs will demonstrate that offerings are designed to attract and appeal to students of diverse backgrounds *due by June 30 of each year.*

Goal 2: Increase average student daily attendance to 97%.

Evidence of Success:

- Comparison of average daily attendance rates from June 30 of preceding year with period and final attendance rates for current year will show improvement *of at least .05%.*
- Improvement in the percent of excused versus unexcused absences *as reported for each semester.*
- All student sub-groups in all elementary buildings and the middle school will meet or exceed the state established participation rate in English Language Arts and mathematics and science in grades 3-8. *This data will be reported when accountability reports have been verified each year.*

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Goal 3: Increase average staff daily attendance to 97%.

Evidence of Success:

- Analysis of staff attendance *at the end of* each semester disaggregated by:
  - classification of staff members, e.g. teacher, administrator, paraprofessional
  - overall percent of sick days (excluding leaves and catastrophic illnesses), family illness, personal business days, award days taken by each staffing category in each building

  will show annual improvement in the percentage of staff attendance *of at least 1% per year over previous years.*

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Goal 4: Continuously train all staff to align instruction with state standards and district goals.

Evidence of Success:

- The professional development plan will *be revised by June 30, 2005, to* prioritize training opportunities that align instruction with state standards and district goals and initiatives.
- Ongoing annual analysis of professional development provided through conferences, in-service training, paid training sessions and release time will ~~demonstrate~~ *identify by June 30 of each year* participation ~~by~~ *rates of* staff in appropriate training programs *and reflect PDP priorities.*

Goal 5: 100% of each Poughkeepsie High School graduating cohort will obtain a high school diploma.

Evidence of Success:

- Analysis of cohort graduation rate data will demonstrate annual improvements *of at least 5% per year* in the percentage of students in all subgroups receiving local, Regents and IEP diplomas.
- *Annual r*eduction in the number of students entering 10th grade with no Regents *examination* credits *as reported through the AS-400.*
- *Annual r*eduction in the number of students entering 12th grade with three or fewer Regents *examination* credits *as reported through the AS-400.*
- *Analysis of grade reports each semester will show a reduction in the percent of student failures.*

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Goal 6: Create stronger partnerships between parents and schools based on open communication and responsiveness to needs.

Evidence of Success:

- Completion of communication audit and analysis of findings *by January 30, 2006.*
- Implementation of parent involvement plan *by November, 2005* and evaluation of its success *by December 1, 2006.*
- Evaluation of school orientation programs, parent teacher conferences, special parent activities *collected and tabulated after each event will show improved satisfaction with programs by June 30, 2006.*

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Goal 7: Promote the provision of improved early childhood programming across the district.

Evidence of Success:

- Analysis of the feasibility of implementing universal pre-kindergarten programs from an educational, financial and space perspective *completed by February 28, 2006.*
- Evaluation of the effects of implementing full-day kindergarten on student attendance and achievement *completed by October 1, 2006.*

Goal 8: Sustain and enhance the physical environment in all district schools.

Evidence of Success:

- Completion of building renovations and additions on time and on budget.
- Analysis of space utilization in all buildings *completed by January 15, 2006.*
- Identification of additional maintenance and repair needs *completed by February 28, 2006.*

Goal 9: Improve district-wide student achievement on state and local assessments.

Evidence of Success:

- All student sub-groups in all elementary buildings and the middle school meet or exceed the Effective Annual Measurable Objective or Safe Harbor targets in grades 3-8 in the areas of English Language Arts, mathematics and science *by October 30, 2006.*
- All student sub-groups within each graduation cohort in Poughkeepsie High School will attain or exceed the Effective Annual Measurable Objective or Safe Harbor target for the sub-groups in the areas of English Language Arts and mathematics *by October 30, 2006.*
- The percentage of students in all student sub-groups who score below level 2 in English Language Arts, mathematics, science and social studies assessments *will* declines annually *by at least 2%.*
- The percentage of students in all sub-groups who score at levels 3 and 4 in English Language Arts, mathematics, science and social studies increases annually *by at least 2%.*

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Goal 10: Promote increased diversity within district faculty and staff.

Evidence of Success:

- Logs of the number of minority candidates interviewed for each position *will indicate an annual increase in the pool.*
- Annual comparison of number of teachers of color employed in the district as compared to 2003/04 baseline BEDS statistics.
- Analysis of recruitment efforts to attract qualified applicants of color *completed by June 30, 2006.*

Goal 11: Ensure that all third graders demonstrate achievement in reading, writing and mathematics that meets or exceeds state-established performance standards for those areas.

Evidence of Success:

- All third graders score at levels 3 or 4 on English Language Arts and mathematics assessments *by October 30, 2007.*
- *Completed a*nalysis of the educational and financial impact of implementing of the Reading First approach in all elementary buildings *by February 28, 2006.*

Goal 12: Ensure that staff members provide appropriate assistance to students who are at risk of failing to graduate.

Evidence of Success:

- Completion and dissemination to staff of profiles for all students who are performing below grade level and/or scoring in level one on state tests *by September 30, 2006.*
- ~~Implementation and~~ *E*valuation of services ~~to~~ *that* assist students *to* improve academic achievement *by October 31, 2006.*

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Goal 13: Ensure sound, efficient fiscal management of district funds and explore additional revenue sources.

Evidence of Success:

- Evaluation of district's ability to recoup additional funds for district administration from sources other than the general fund *completed by February 1, 2006.*
- Develop a new budget format that more clearly explains the spending plan *by March 31, 2006.*
- Explore the possibility of creating a foundation that could secure revenues for the district *by June 30, 2006.*
- Analyze the educational, financial and legal impact of providing bussing district-wide *by February 1, 2006.*
- Create a plan for systematic grant solicitations *by June 30, 2006.*

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