

DISTRICT MANAGEMENT

Primary Goal – Effective overall administration and supervision of the school enterprise.

<u>Staff</u>	<u>Students</u>	<u>Budget</u>	<u>Cost Per Student</u>
14.6 a	5,659	\$4,754,431 b	\$840

Desired Outputs

Evaluation

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| <p>A. <u>Supervision & Evaluation</u></p> <ol style="list-style-type: none">1. Supervise all district activities, programs and personnel, and provide for ongoing evaluation of same <p>B. <u>Staff</u></p> <ol style="list-style-type: none">1. Schools fully staffed for school opening2. One hundred (100) percent success ratio for newly recruited teachers3. Turnover rate of less than 15 percent for professional staff4. Minimum of six in-service workshops5. All probationary teachers evaluated annually | <p>A.</p> <ol style="list-style-type: none">1. Annual evaluation report completed. <p>B.</p> <ol style="list-style-type: none">1. Accomplished2. There were 43 new teachers hired for 2005-06. All of the new teachers did a satisfactory job.3. The turnover rate for the elementary was 3.7%, 8.6% at the junior high and 5.8% at the high school.4. Accomplished. In addition to the major workshop programs in September, November and March, 33 in-service courses, with 330 participants, were conducted. In-service activities for administrators were also conducted.5. Accomplished |
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a – Includes central office administrators (3), principals (8) and hall principals (3.6)

b - Includes curriculum work

DISTRICT MANAGEMENT (cont.)

Desired Outputs

6. Tenure teachers evaluated using the district instrument at least once every three years.
7. Certification and personnel records up-to-date

C. **Planning & Program Development**

1. Annual update of enrollment projections accurate to within +/- 2 percent of next annual enrollment
2. Develop a program budget with annually updated plan for program development
3. Annual status report on school housing needs to provide 3 years lead time for required facilities

D. **Budget**

1. Present budget in both program and legal form to the Board of Education on or before February 1st
2. State reports completed and filed with appropriate agencies

E. **Public Relations**

1. Average of one media contact per week
2. Produce and distribute bi-monthly newsletter on the educational program.
3. Prepare and distribute Board of Education agenda and staff bulletin prior to meeting

Evaluation

6. All tenured teachers were formally evaluated. The new form was fully implemented.

7. All records are up to date.

C.

1. Projection error for 2005-06 was 0.7%.
2. Accomplished
3. Accomplished. The Board was presented with an Annual Housing and Enrollment Report in November, 2005 and May, 2006.

D.

1. Budget presented to Committee of the Whole by February 3
2. All reports completed and filed with appropriate agencies.

E.

1. Accomplished
2. Accomplished
3. Agenda, with supporting material, is distributed to all reporters.

DISTRICT MANAGEMENT (cont.)

<u>Desired Outputs</u>	<u>Evaluation</u>
4. Produce special purpose publications, as needed	4. Annual evaluation report, budget mailing and weekly menu messages were published.
5. Public meetings	5. All requests for school administrators to speak to community, regional and state groups were met.
6. Maintain media contacts	6. Accomplished. See #1 above.

Summary

The heart of the North Colonie enterprise is teaching and learning. To promote this very important goal, we focus on establishing high standards, providing a system of accountability and evaluation and constantly seek to grow and develop our programs. The benefits of all this good work are seen in the strong results presented in this annual evaluation.

Essential to this mission of promoting teaching and learning throughout the district is the recruitment and support of an excellent teaching staff. We devote an extraordinary amount of time to this endeavor. Our building principals and department supervisors thoroughly review the placement folders and academic credentials of applicants to the district. Fortunately, North Colonie remains an outstanding place to practice the art and science of teaching, and we continue to attract exemplary candidates. In 2005-06, we hired 43 new teachers, all of whom went through a rigorous screening and interview process, culminating in an interview with the Superintendent and Assistant Superintendent. This represents an increase of one new teacher from the previous year. To support our new teachers, we immerse them in an extensive orientation and provide them with the teacher/mentor who will help them become acquainted with the ways and mores of North Colonie. Our elementary teachers are also given an additional workshop day early in August. Elementary building principals, secondary principals, as well as district and department supervisors, as well as the Superintendent and Assistant Superintendent for Curriculum and Instruction, conduct several observations of our new teachers. These observations are very useful in providing feedback to allow our new staff to grow and develop in their teaching skills. Furthermore, we provide a program for our second year teachers at the end of August, where they are afforded an opportunity to reflect upon their first year and develop a personal improvement plan.

DISTRICT MANAGEMENT (cont.)

Strong evidence of our support for our new teachers is found in the fact that our turnover rate remains very low. Our district goal is to keep this turnover rate below 15%. This past year, the turnover rate for the elementary level was 3.7% vs. 8.1% for the previous year, 8.6% vs. 5.9% at the junior high and 5.8% vs. 4.8% at the high school.

The district also maintains four professional staff development days to further nurture the professional competence of our faculty. Two of these days are held in September, one in November, and one in March. The focus of these days is to target district objectives including writing, reading, differentiated instruction, technology and visualization of math. This year the March Workshop was very successful as faculty were asked to develop a “community connection” that they would bring back to their classroom. The feedback that we received in our evaluation of this day was outstanding, and it was apparent that our faculty benefited substantially from the day. Our staff development program remains yet another means by which we grow the professional competence of our faculty. This past year we held 33 staff development courses attended by 330 faculty. The number of faculty participating was down somewhat from the previous year’s level (411); however, in 2006-07 we have initiated a number of exciting programs particularly in the area of technology utilization and our early attendance numbers are very high. These faculty in-service programs are linked to district objectives such as technology, globalization, reading and differentiated instruction.

We also grow our program through the extensive summer curriculum work that is held with the purpose of refining previous courses and initiatives and creating new ones. This past summer, we held 34 curriculum projects compared to 35 last year. We also involved 164 teachers and 17 administrators who participated in a total of 102 curriculum days.

The district continues to monitor and adjust its curriculum and assessment practices as we focus on creating curriculum and assessment that is engaging and hands-on. These efforts are indicative of our continual effort to improve the quality of our programs so that we can better meet the needs of the North Colonie learning community.