The Board of Education is committed to fostering a cohesive learning community that encompasses pre-kindergarten through twelfth grade, and to using innovative approaches and solutions that maximize opportunities for our students and our school community.

Goal #1 – Curriculum and Instruction
The Hamilton Board of Education will continue to support curricular development, technology integration, and enrichment, and will continue to align intervention services with the specific needs of each student. This goal will continue to be achieved by melding current successful practices with our new pedagogical initiatives to prepare our students for college and/or career.

Goal #2 – School Culture
The Hamilton Board of Education will promote a safe, positive, and inclusive Learning Community that reflects respect and dignity for all. This will be achieved by supporting programs and systems that actively develop the physical, social, and emotional well being of students.

Goal #3 – Multiple Opportunities for Student Engagement
The Hamilton Board of Education will continue to support programs and extra-curricular activities that produce engaged, socially responsible students. The District will provide opportunities for students to exemplify collaboration and good sportsmanship while taking pride in representing the ideals of the Hamilton Central School.

Goal #4 – Communication and Community Involvement
Recognizing the school as a hub of the community, the Hamilton Board of Education, in partnership with the administrative team, will foster direct and open communication for all stakeholders.

Goal #5 – Professional Growth and Development
The Hamilton Board of Education will support the administration in providing resources, timely feedback, and opportunities for growth, self-reflection, and professional fulfillment of the faculty and staff.

Goal #6 – Business and Finance
The Hamilton Board of Education will develop a fiscally-sound budget that is aligned with the above educational goals, while being sensitive to the current financial climate and will continue to proactively seek alternative sources of funding.
Superintendent’s

Goal # 1 – Curriculum and Instruction

As of July 1st, 2012, the State and Federal Governments adopted the Common Core Learning Standards (CCLS) and a series of related curricular changes occurred at that time. Special emphasis is now being placed on writing in the content areas, “close reading,” and an increase in the amount of non-fiction text read by our students. Throughout the last five years, our teachers’ work with our staff-developers prepared them to take on this shift in pedagogy with little to no difficulty. This year the curricular process will consist of finalizing our curriculum maps as we infuse the pedagogical shifts into our teaching and learning processes, along with the development of Units of Study that include the CCLS.

Response to Intervention (RtI) is now mandated for reading in the elementary grades K-4. We will also include the RtI philosophies at all grade levels in the middle and high schools. Students will continue to be taught bypass strategies in our Strategic Learning Center, at the middle and high school levels, to help students learn the best way to learn despite instructional weaknesses.

We will continue to modify our practices to increase the services available to our youngest learners as we include Leveled Literacy Interventions and Reading Recovery at our youngest grades. Our curriculum work at the elementary includes a special emphasis on literacy and math as we realign the curriculum to include the changes in the CCSS (Common Core State Standards).

One of our biggest challenges this year will be the new Annual Professional Performance Review, or the APPR. This evaluation process is one that will more closely monitor the evidence-based teaching and learning that will occur in our classrooms. The way in which the process has been structured, and the types of calculations provided by the State, makes it a somewhat difficult system to use. There is/was a concern with the first round of calculations that came from the State. The way that the APPR is presently designed, it would be literally impossible for any educator within our school district to receive a rating of highly effective. The numerical values simply don’t allow it. Due to this, we know that the APPR calculations may not result in an accurate representation of many of our talented teachers. We anticipate this will change through the years to a system that reflects the true talents of the educators throughout New York State.

Goal #2 – School Culture

The 2012-13 school year started off well and is proving to be a positive, productive point in time, thus far. At this point, we are implementing many new changes and are nearing the completion of our APPR negotiations with the teachers. Our district has opted for a district/school-wide goal that will now make it the explicit charge of our entire learning community to create an environment that will generate students that are “College and Career Ready.” This extensive evaluation system will help us determine the qualitative and quantitative strengths of our school.

Additionally, we have had the pleasure of interfacing with many of the members of the greater Hamilton Community as we near the completion of our playground planning process and move into the construction phase of our new community resource. We have
had a series of very generous donors that are giving of their time and resources. We are thankful to them for their kindness.

Moreover, we continue to work with SES Consulting firm to determine if there is a benefit to some form of a merger with the Morrisville-Eaton School District. In the near future, the demographic data will have been collected and the districts, with their Boards of Education, will measure the advantages of a full, partial, or business merger with another district. We look forward to hearing the thinking of both communities when the time comes for conversation.

Within the school, we will be fully implementing the OLWEUS anti-bullying/harassment program that works to change the thinking and actions of those within our school district. Our teachers and staff members were trained last year. Now that the foundation has been laid, it is time to include the thinking and the actions of our students. This, along with the Dignity for All Students Act (DASA), will highlight the “golden rule” and will support a positive environment throughout our district. This will help us foster the most positive learning environment possible for our students.

**Goal #3 – Multiple Opportunities for Student Engagement**

Throughout the district, teachers are thinking about different ways to create authentic, engaging classrooms for our students. Whether it be project-based learning, use of technology, growing and harvesting gardens for our students’ lunches, taking part in a performing group or becoming “black-collar workers”* in the think tank, this is a primary goal for our district. In this age of accountability, there is fear that many of these experiences will be lost to the long list of mandates that our teachers are asked to achieve. One of my primary goals is to stress the importance of these authentic experiences, and allow teachers the leeway to continue these types of experiences in their classrooms.

Within the walls of our classrooms we have seen many of these opportunities grow and flourish. It allows our learners to be innovative, uniquely themselves, and uses their own strengths to create meaningful learning experiences. It also makes for happy, engaged kids. Our “Think Tank” and our Director of Innovation allows for these experiences to be created and accomplished. This will continue to grow and build in the year to come.

* “Black Collar Workers” – a name given to those individuals who are innovative and creative in the workforce. This name was envisioned due to the fact that Steve Jobs always wore a black turtleneck.

**Goal #4 – Communication and Community Involvement**

This year the Board of Education has taken an interest in increasing the level of communication and Community involvement in our school. The kick off of our year will include the ultimate community experience as we welcome many constituent groups in during the community build of our new HCS playground. Many community members will be involved in a variety of ways. We are grateful to our community for the generosity of time and resources.

We will continue to support the effective practices that have been used over the years to share information and enhance the communication with our community.
We will also try a few new things as we invite parents in for informational sessions on current topics. The first meeting held, which discussed students’ choices and concerns, highlighted some of the risky behaviors seen in today’s youth such as bath salts and synthetic drugs, was not well attended. We will continue to ask the community to let us know of topics they would like to see discussed and the types of communication they would like to receive. This ongoing vigilance may help us target the types of communication important to our constituent groups.

Goal #5 – Professional Growth and Development
The professional development offered by the district this school year will be directly related to the goals included in our daily operations set forth by the goals of the district and the extensive mandates our educational community is asked to meet. For all of our teachers, one of the primary goals will be the shift from the more traditional New York State curriculum to the new Common Core State Standards that were adopted by the New York State Education Department (CCSS are essentially the same as the federal CCLS with approximately 15% more information included). As we shift to the new philosophy of these National standards, we do so with different levels of preparation and experience in this shift. Our teachers’ degree of expertise will now allow them to choose an area of concentration and specialize in specific aspects of pedagogy as they take on a focused goal for their growth and development. Our PDP (Professional Development Plan) will be crafted with the specific areas of growth in mind. These areas will be decided upon with direct input from our teachers through the committee process. Teachers will also have the opportunity to be part of a collegial learning process if they choose to become part of our Collaborative Colleagues group as part of their APPR assessment process or be involved in the SBIT process that helps teachers make instructional decisions based on the data driven decisions.

Our APPR plan for the district is taking shape and incorporates a goal setting component, in-class observations, teacher reflections, and results of a school-wide goal related to state assessments. The administrators are becoming the “lead evaluators” through training offered by the State Education Department, so we meet the NYSED requirements and create a degree on inner-rater reliability. As this all develops, we continue to be cognizant of the need to create and maintain a balance with our tried and true strengths as educators and the need for modifying our practices to meet the new Standards. Over the past couple of years, HCS has been recognized for the level of excellence we have attained. There are many terrific practices that brought our students to a high level of success and prepared them for what they encounter in their lives beyond high school. We can always enhance the good things we have here. We also need to be careful not to lose any of the positives in the transition.

Goal #6 – Business and Finance
This year, as it has been for the past few years, we will have a challenging budget year. New York State’s tax levy limit will create obstacles for us in the budgeting process. The mandates and requirements that go along with the changes described above create a fiscal challenge for us at a time we really need reprieve. We will continue to be responsible,
and meet the needs of our community while we become increasingly inventive in our ways to generate revenue to educate our children. We will look for grants and opportunities to garner resources for the district that we may not have employed in the past. This will include reviewing the data that we receive from the merger study that would potentially meet the needs of the Hamilton and the Morrisville-Eaton School District. This could include anything from a full merger to shared services. Our communities will help us make the decisions along with our Board of Education. Once the meetings conclude and the data is received by the districts, we will consider all potential possibilities. We hope you will share your thoughts and guidance for the steps ahead.

**Business Manager’s**

**Goal #1 – Curriculum and Instruction**

With the adoption of the new Common Core Learning Standards and full implementation of APPR, our teachers continue to transition and use the training they have received in past years to satisfy these mandates. This year, we will make efforts to allow for the continuing development of our faculty and staff. We will also provide the materials and supplies necessary for faculty to complete curriculum maps and evidence binders that will be an integral part of the Common Core and APPR.

I will work closely this year with administrators and teachers in encouraging them to consider the budgetary impact of the decisions that they make and what the effect is on what is happening in the classroom. We will continue to allocate resources that allows for our district-wide implementation of Response to Intervention (RtI) and strive to increase services provided for all of learners, at all levels.

I will also work closely with Dennis to ensure that we continue to provide and integrate technology throughout the district for both enrichment opportunities as well as intervention services to meet the needs of all of our students. This will remain difficult due to financial constraints, but is attainable with sound budget preparation.

**Goal #2 – School Culture**

On July 1, 2012, new legislation known as the Dignity for All Students Act (DASA) went into effect for all school districts across the state. This anti-harassment legislation pertains to all people in the school setting. The legislation is aimed to ensure a safe, positive, inclusive community for all. As one of the DASA coordinators for the district, I will strive to create just that here at HCS.

At the end of last school year, the district demolished its playground that had been standing for 25 years. A new playground is going to be built by the community this fall. One of the great assets of this new playground is that it will inclusive and accessible for all students and community members. The community build event itself, as well as the many years of use at HCS, should go a long way in the development of physical, social, and emotional well being of the entire learning community.
Lastly, I will work closely with Craig Schick to ensure that HCS and its grounds are kept as a clean, safe, welcoming site for the community. We have seen an increase in the number of community events being held at HCS and understand that the school is a major hub in the community.

**Goal #3 – Multiple Opportunities for Student Engagement**

Part of what makes HCS so great is the wide range of opportunities that students have both in and out of the classroom. I will work this year on utilizing financial resources in the best way possible to provide innovative opportunities and experiences for all of our students.

In past years, as districts across the state have been dealing with fiscal constraints, many extracurricular activities have been eliminated in schools. I will make efforts to keep all of our great extracurricular opportunities in tact. I will work with the administration, as well as advisors, on seeking alternative resources to keep these programs in tact.

**Goal #4 – Communication and Community Involvement**

In an effort to increase community involvement the district will continue to expand communications with stakeholders. Throughout the budget process, we will continue to have open forum meetings with faculty and staff, budget coffees open to the public, community leaders meetings, and our budget workshop. We will also take feedback from stakeholders when exploring potential new means of communicating with the community.

As we enter our second budget cycle with tax cap in effect, we anticipate there being calculations in the budget process that were not applicable last year. It will be important to communicate these processes with the community in preparation for the budget vote.

**Goal #5 – Professional Growth and Development**

Continuing staff development and encouraging professional growth will be important this year with the adoption of the Common Core and implementation of APPR. With new expectations and mandates comes an increase in the need for training for our faculty and staff. HCS has done a great job in recent years preparing for these changes and must continue to develop and grow.

Personally, I will attend the necessary trainings as the district’s DASA coordinator to ensure that the district is in compliance with the new legislation. I will also explore continuing my own education in this field and begin pursuing an advanced degree.

I will also need to stay up to speed on all of the new legislation and mandates that school districts must abide by. I will do this as cost-effectively as possible by means such as webinars, local workshops, and turnkey trainings with peers.
Goal #6 – Business and Finance

In 2012-2013, the district is seeing its first increase in NYS Foundation Aid in years. However, the level of aid is nowhere near what was anticipated and school districts are still subject to a Gap Elimination Adjustment (GEA) as part of total aid calculations. The Tax Cap will again be a critical factor in this year’s budget development. It will be important to educate the community on the tax cap calculation and all of its budgetary ramifications.

I will continue to seek alternative sources of funding throughout the school year, as well as explore ways to pool resources with neighboring districts and municipalities. We have had success in recent years sharing services with neighboring districts and will continue to explore new ways to do so.

Secondary Principal

Goal #1 - Curriculum and Instruction

In keeping with the BOE’s goals of curricular development, technology integration, and enrichment I will lead the MS/HS staff in promoting curricular consistency and articulation of the Common Core State Standards to develop reading, writing, speaking and listening skills across all content areas.

As part of the APPR process, and in an effort to increase academic rigor, I will work closely with the MS/HS staff in the creation of their Student Learning Objectives (SLO’s) and Evidence Binder goals. I will continue to be visible in our school, doing learning walks, teacher observations and immersing myself in our pedagogy and best practices.

I will continue to increase teacher-to-teacher collaboration, observations and reflections. I will also work with the Administrative team to help facilitate staff development that best fits the needs of our staff. These tie directly to creating capacity for Professional Learning Communities and Collaborative Colleagues within our school.

The SLC/RTI room will continue to be a main focus of support and guidance as our number of struggling learners who need supplemental supports increases. I will continue to oversee the RTI team and will be an active member of their weekly meetings as we strive to provide the most appropriate intervention strategies and progress monitoring.

Goal #2 - School Culture

My main goal for school culture is to continue the work started last year in creating a caring, safe, respectful and orderly learning environment by fostering reciprocal relationships and positive interactions among staff, students and parents. I will also continue to cultivate a school climate of civility, strong character and citizenship.

I will continue to work with our Behavior Intervention Team, which monitors, addresses and formulates behavior management strategies for our students in need.
This team continues to be an important avenue to progress monitor and implement strategies so that these students can be successful citizens of our school community.

I will continue to work closely with the counseling department and the Olweus team to commence our school-wide anti-bullying curriculum in November. In addition, we have once again teamed with BRIDGES of Madison County to continue to provide our assembly and in-class programs on substance abuse. I am also one of our school-wide DASA (Dignity for all Students Act) officers and will work to ensure that all DASA complaints are investigated and dealt with appropriately.

**Goal #3 - Multiple Opportunities for Student Engagement**
As the supervisor of all secondary programs and extra-curricular activities I will continue to work with and support all of our advisors/coaches and students involved in these various activities to promote collaboration and good sportsmanship. I will continue to promote the many activities that our students have the opportunity to get involved in and ensure that each participant follows the extra-curricular code of conduct.

**Goal #4 - Communication and Community Involvement**
Recognizing the school as a hub of the community I will continue to foster direct and open communication for all stakeholders through a variety of sources. I will continue to provide information to the community via the school newsletter, my web-page, our digital bulletin board and various local media sources.

I would also like to introduce the Hamilton Parent Council. This will be a monthly forum for parents to meet with myself and other district staff to discuss topics relevant to our students. Curriculum, anti-bullying initiatives, APPR, DASA, differentiated instruction, communication and technology are among some of the topics that will be discussed.

**Goal #5 - Professional Growth and Development**
I will pursue continuous improvement in my professional growth through various training opportunities as well as through membership in professional organizations and collaboration with area principals and administrators. I will continue to serve on the SPAC Committee and will serve as the Secretary of the Center State Conference. I will also explore the possibility of attending one of Harvard’s Leadership Training Institutes.

**Goal #6 - Business and Finance**
We will need to continue to evaluate staffing levels, programs and services on an ongoing basis. We need to continue to offer our students choice, both academically and extra-curriculars, but it has to be done in a fiscally responsible manner through proven, successful options that promote academic press and prepare them for college and career readiness.
Elementary Principal

The elementary goals were presented at the opening day faculty meeting on September 5th. At the meeting I asked teachers to consider these goals when writing their own goals for the year. All of the goals were derived from at least one of the following:

• Meetings with teachers at the end of the 2011-12 school year (ELA and Math Teams, Summative conferences, grade level meetings)
• 2011-12 elementary principal’s summative evaluation
• New York State’s 12 Shifts (6 ELA and 6 Math) in the new Common Core Curriculum
• The 2012-13 Hamilton Board of Education goals

Principal’s Goal 1

Change our literacy instructional practices to reflect a balance of non-fiction and fiction. Expose our students to strategies for interpreting and evaluating expository text. Teachers will provide opportunities for non-fiction writing. Students will use text-based evidence to inform or make arguments in both conversations and in writing.

Board of Education Goal #1 – Curriculum and Instruction The Hamilton Board of Education will continue to support curricular development, technology integration, and enrichment, and will continue to align intervention services with the specific needs of each student. This goal will continue to be achieved by melding current successful practices with our new pedagogical initiatives to prepare our students for college and/or career.

Board of Education Goal #5 – Professional Growth and Development The Hamilton Board of Education will support the administration in providing resources, timely feedback, and opportunities for growth, self-reflection, and professional fulfillment of the faculty and staff.

Rationale: The Common Core Curriculum asks teachers to change their instructional practices in literacy and has outlined 6 key shifts in this instruction. Four of the shifts directly relate to non-fiction instruction:

Shift 1 Balancing Informational & Literary Text - Students read a true balance of informational and literary texts.

Shift 2 Knowledge in the Disciplines - Students build knowledge about the world (domains/ content areas) through TEXT rather than the teacher or activities.

Shift 4 Text-based Answers - Students engage in rich and rigorous evidence based conversations about text.

Shift 5 Writing from Sources - Writing emphasizes use of evidence from sources to inform or make an argument.

Action: 1. Add non-fiction text to classroom libraries in order to provide a balance of grade level appropriate non-fiction text.

- All classroom teachers will be given $350 to grow their non-fiction
libraries.
- Summer Reading books will be sorted and catalogued by reading level. These books will be stored in a location for teachers to check out and use in their classrooms. Most of these books are non-fiction.

2. Needs analysis for non-fiction instruction in reading and writing was taken at the October 1st ELA Team meeting (Google Doc).
- Share non-fiction needs with LitLife (our professional staff developers so that they can plan instruction around this topic.

3. I have asked teachers to include at least one lesson on non-fiction literacy instruction as part of the 3 observations I will do for each teacher.

4. I have asked teachers to complete at least one unit of study on non-fiction in both reading and writing.

5. I have also asked teachers to either include more literacy in their content areas (S.S./Sci.) or infuse the content into their literacy block.

6. Use curriculum maps to determine if grade levels are overlapping in areas of content. I will meet with grade levels in this order during planning periods and after school: PreK-K, K-1, 1-2, 2-3, 3-4, 4-5

End Product: All of this will help to increase our college and career readiness skills, align our instructional practices with the Common Core and also improve our scores on the 2012-13 ELA test.

Principal’s Goal 2

Improve our understanding of our student’s comprehension levels.

Board of Education Goal #1 – Curriculum and Instruction The Hamilton Board of Education will continue to support curricular development, technology integration, and enrichment, and will continue to align intervention services with the specific needs of each student. This goal will continue to be achieved by melding current successful practices with our new pedagogical initiatives to prepare our students for college and/or career.

Board of Education Goal #5 – Professional Growth and Development The Hamilton Board of Education will support the administration in providing resources, timely feedback, and opportunities for growth, self-reflection, and professional fulfillment of the faculty and staff

Rationale: The F+P Benchmarks are not lining up with proficiency rates on state testing. That is to say grade level performance on F+P does not always correspond to a “3” or better on State testing. This was shared with faculty at the September
3 opening day meeting.

Action:

1. Set exit outcomes for each grade level in pre-reading (PreK) and Reading (K-5).
   - Meet with each grade level and the grade above them (PreK-K, K-1, 1-2, 2-3, 3-4, 4-5). Use the Common Core, evidence from benchmarking analysis, and Fountas and Pinnell “White Paper” to outline clear outcomes for each grade. Outcomes will be a published document for each grade.

2. Hone our conferring practices to better monitor comprehension.
   - Teachers will use their iPads and the conferring app to better monitor student progress in comprehension. Currently we have about 75% participation – would like to see 100%

3. Possibly purchase comprehension progress monitoring tools (STAR Literacy/Reading), if funding is available.

4. State testing and proficiency rates also take into account student writing. This is not included in the F+P assessment.

End Product: We will have a clear understanding of where our student’s literacy levels are throughout the year and can then provide the necessary interventions to make sure students are “proficient.”

Principal’s Goal 3

Continue to grow our understanding of Common Core Math and align the Investigation’s Math curriculum with it.

Board of Education Goal #1 – Curriculum and Instruction The Hamilton Board of Education will continue to support curricular development, technology integration, and enrichment, and will continue to align intervention services with the specific needs of each student. This goal will continue to be achieved by melding current successful practices with our new pedagogical initiatives to prepare our students for college and/or career.

Board of Education Goal #5 – Professional Growth and Development The Hamilton Board of Education will support the administration in providing resources, timely feedback, and opportunities for growth, self-reflection, and professional fulfillment of the faculty and staff.

Rationale: I would like to see our scores at least 10% above state average. ELA scores have consistently ranged between 10-15% above the State average and it is my goal to bring the Math scores to this level. This will also help our
students to be college and career ready in Math. The State has outlined 6 shifts in the way Math should be taught. This will also help our instruction to be more in line with this change.

Shift 1
Focus: Teachers significantly narrow and deepen the scope of how time and energy is spent in the math classroom. They do so in order to focus deeply on only the concepts that are prioritized in the standards.

Shift 2
Coherence: Principals and teachers carefully connect the learning within and across grades so that students can build new understanding onto foundations built in previous years.

Shift 3
Fluency: Students are expected to have speed and accuracy with simple calculations; teachers structure class time and/or homework time for students to memorize,

Action:
1. Establish exit outcomes at each grade level for Math. Outcomes would outline Math fluency and concepts.
   - Meet with each grade level and the grade above them (PreK/K, K/1, 1/2, 2/3, 3/4, 4/5). Use Common Core and Unit outlines from Investigations to determine grade level expectations. Outcomes will be a published document for each grade.

2. Ask grades 3, 4, and 5 to modify pre and post tests in Investigations to align with Common Core and the grade level outcomes established

3. Establish math assessments for K-2. Currently, we have assessments for grades 3-5. A time to do this will be determined by the Math Team.

4. Change Math section of the report card to reflect the shifts in the Common Core
   - The Math Team has already begun this. Changes are due 10/23/12

5. Use technology devices (Ipads/pods) to supplement our math support and instruction (reverse teaching, apps, video lessons on web).
   - Ask Eric and Brian to hold a faculty meeting that will introduce math apps for supplemental support.

End Product: All of this will help to increase our college and career readiness skills, align our instructional practices with the Common Core and also improve our scores on the 2012-13 Math test. Math scores will be
Principal’s Goal 4

Students will use measurement devices (scales, beakers, thermometers, etc.) to explore real world problems in Science and Math.

Board of Education Goal #1 – Curriculum and Instruction The Hamilton Board of Education will continue to support curricular development, technology integration, and enrichment, and will continue to align intervention services with the specific needs of each student. This goal will continue to be achieved by melding current successful practices with our new pedagogical initiatives to prepare our students for college and/or career.

Board of Education Goal #5 – Professional Growth and Development The Hamilton Board of Education will support the administration in providing resources, timely feedback, and opportunities for growth, self-reflection, and professional fulfillment of the faculty and staff.

Rationale: Measurement was identified last year on the 8th grade State Science test as a major area of weakness for our students. Teachers have also expressed the need for resources for Science instruction.

Action: 1. Assess the needs of teachers for Science resources.

2. Explore options from area BOCES (SCISS Kits from OCM BOCES and OHM BOCES Science Kits). After cost analysis and survey of the kits and their content, decide if we can afford this. The kits are BOCES aidable and we can cross-contract with each.

End Product: A resource that teachers can use for Science instruction that allows students to apply the scientific process while using measurement tools to solve real world experimental problems. This will boost our scores on both 4th and 8th grade Science tests and all State Math tests.

Principal’s Goal 5:

Increase the communication between HCS Elementary and Parents through web-based teacher and administrator sites.

Board of Education Goal #4 – Communication and Community Involvement Recognizing the school as a hub of the community, the Hamilton Board of Education, in partnership with the administrative team, will foster direct and open communication for all stakeholders.
**Rationale:** By opening our school to the community we will allow parents to have a closer connection to the instructional content and the environment of HCS. This will establish closer relationships and trust across the community.

**Action:**
1. Create and maintain a Principal’s Web-page using the Weebly format. The web-site will include a weekly “Principal’s Blog” to inform parents about happenings in the HCS community. This site will be up and running by October 12, 2012.

2. Continue to encourage teacher’s to maintain their sites. Expectations are that teachers update their web-pages monthly, and strongly encouraged to do so weekly. Most do this daily.

**Principal’s Goal 6**

Work with Peggy O’Conner to create functional and productive 8-1-1 classrooms.

**Board of Education Goal # 2 – School Culture** The Hamilton Board of Education will promote a safe, positive, and inclusive Learning Community that reflects respect and dignity for all. This will be achieved by supporting programs and systems that actively develop the physical, social, and emotional well being of students.

**Board of Education Goal # 3 – Multiple Opportunities for Student Engagement** The Hamilton Board of Education will continue to support programs and extra-curricular activities that produce engaged, socially responsible students. The District will provide opportunities for students to exemplify collaboration and good sportsmanship while taking pride in representing the ideals of the Hamilton Central School.

**Rationale:** Last year students in the 8-1-1 classroom were “out of their rooms” and missed key instruction due to behavioral issues. Last year, Dr. Riter was brought in to help teachers and TA’s to understand the needs of students with social/emotional issues. The feedback we received from teachers that worked with Dr. Riter was extremely positive.

**Action:**
1. This year we would like Dr. Riter to comeback to work in the classrooms to help set up behavioral plans and environments that are most successful for these students.

**End Product:** The number of student office referrals should decrease by from the end of the first quarter to the end of the third quarter.

**Principal’s Goal # 7**
**Board of Education Goal #6 – Business and Finance** The Hamilton Board of Education will develop a fiscally-sound budget that is aligned with the above educational goals, while being sensitive to the current financial climate and will continue to proactively seek alternative sources of funding.

**Ongoing Business and Finance Goal:** I will continue to seek out opportunities to team with other like-minded districts in professional development. I will also persist in having our BOCES offer courses and seminars that parallel our districts curricular goals. Additionally, I will work with teachers to obtain grants that help in our professional development and support our student’s growth in all areas.

**Director of Technology**

**Goal #1 – Curriculum and Instruction**
Support ongoing initiatives to use educational data currently available to us to drive instructional decisions. Use Fontas & Pinnell data for all PK-8 students. Benchmarking data will be provided online for teachers to benchmark a minimum 3 times and for teachers & administrators access to make instructional decisions. Improvements in the writing process through the use of google docs.

**Goal #2 – School Culture**
Continue with our Digital Citizenship initiatives. Work with National Honor Society to introduce BullyBuster service by October 27th. Work with teachers to evaluate the use of Schoology as a possible replacement to teacher websites to see if this platform will enhance instructional practices and student learning. Develop online communities within Schoology to promote the use of Social Capital within our district to enhance student learning.

**Goal #3 – Multiple Opportunities for Student Engagement**
I believe the use of Schoology as a Social Networking Learning Platform will provide students with the opportunity to connect responsibly with other students and teachers in a safe, controlled, online community. Use Bullybuster to provide a safe avenue for students to get involved in anti-bullying. Collect reflections from students & teachers on the effects of iPads as a tool of engagement.

**Goal #4 – Communication and Community Involvement**
Continue to build our database of parent emails, while increasing Parent Portal participation to 100% of parents with Internet access. Increase the use of polls and survey for community input. I will be creating a system for quicker, easier updates for the school website, while exploring alternatives to our current system for which support runs out in at the end of 2013.

**Goal #5 – Professional Growth and Development**
Implementation of OAYSIS for APPR to help administrators better collect data on teacher performance. Continue to use the internet to remain on the cutting edge of educational technology. Create surveys to measure my effectiveness in the areas of
Goal #6 – Business and Finance

Stay within my allotted 2012-13 budget and begin planning for a multi-year purchase to replace aging network infrastructure and teacher laptops. Side goal helping students create websites to market themselves through college and beyond.

Director of Pupil Personnel Services

My phrase of the year: “Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.” – Albert Einstein

Goal 1 – Curriculum and Instruction

All students have their academic strengths and weaknesses. As the Director of Pupil Personnel Services my goal for the coming year will be to assure that both general education and special education interventions are aligned with the new common core curriculum and will utilize a student’s strengths to overcome their challenge/s. All special ed teachers will provide curriculum maps that reflect the new common core standards.

Goal 2 – School Culture

HCS currently has one of the highest rates of inclusion of special education students in New York State. Over the last 2 years we have developed an excellent inclusion program in K, 1 & 2 & 10. Teachers, general education students and the included students have thrived and learned from one another. One of my goals has been, and still is, to increase inclusion at HCS by 10% in the next year.

To meet social and emotional needs in 2011-2012, I assisted in the development of bringing a mental health therapist from Madison Mental Health into HCS one day a week. We filled her day immediately and are hoping to have her for an additional day this year.

The counseling department has been very vocal in the need for additional programs for the general education population to address the increased social and emotional needs for our students. In the past year, Olweus anti-bullying program has been brought into the school at the urging of the counselors. It is one of the only evidenced-based anti-bullying programs recognized by the Federal government. Many long hours have been spent learning and teaching the program to school staff. In addition, counselors have been working in the classrooms utilizing the Second Step program which educates students regarding social and emotional issues. As a result, over the last year, the number of students seeking counseling from the counseling staff has nearly doubled. Many of these students would not have had any help without the information from the programs that the counselors have put in place.

An important goal for 2012-2013 will be to continue to look for additional ways to address the growing social, emotional, mental & physical needs of our students.
**Goal 3 – Multiple Opportunities for Student Engagement**

Research has proven that “student engagement” is a key component to a child’s success in school. As Director of Pupil Personnel Services I will actively look for *creative and cost-effective ways to increase student engagement within the special education program*. One thing we will be doing this year that we have not actively participated in previously, will be the Special Olympics (October 3!). One of our PE teachers is volunteering her time to work with one of our students to prepare for the event. The event will be filmed and presented to the entire 2nd grade and a reception in honor of the athlete will be held in the second grade classroom. This is an opportunity for all the students to develop “good sportsmanship” toward a fellow student with special needs.

Recess usually involves letting the elementary students play on the playground daily for 30 minutes. Since the playground is not available for the first 1.5 months of the school year, the staff at HCS has the unforeseen opportunity to develop many team building games and activities. These types of activities is helping students learn to be good sports, to include all their classmates in games and to work together, even in play. One of my goals will be to continue to encourage the HCS staff to look for ways to increase student engagement.

**Goal 4 – Communication:**

Over the last 2 years it has felt that education has been involved in a “war-like environment” both at the Federal and State levels. Last year was particularly difficult for HCS administrators and faculty. Throughout the turmoil all the staff at HCS continued to function and provide excellent academic programs for the students while working together in a “battlefield climate”. As we start the new school year, there is a sense that “the war” is coming to an end and that we will be entering a “rebuilding” phase. Connected to the rebuilding phase is a very clear goal of developing communication between Administrators, faculty, parents, students and the community on how to meet the goals and objectives from the Federal and State mandates. HCS has had more avenues of communication with the public than most schools. It is time to fine tune our communication system to assure that we are providing the type of information that the community needs to support HCS in the years to come.

My goal will be to reach out to parents and staff for increased dialog on their perception of the needs of the District and in turn, to provide them with information, especially as it relates to special education and student concerns. I would also like to develop a special education parent group and/or provide monthly meetings for parents with information that would be pertinent for student’s social/emotional well-being. Our first meeting scheduled in September will be about “Bath Salts: What should a parent know”. We will also be developing an email list to try and reach more parents over the course of the year to further increase communication avenues.

**Goal 5 – Professional development**
Professional development is one of the most important components of a good school system. New research on academic “best practice” emerges on a daily basis. Although we are a small community, our students will need to participate on a global level. This requires teachers, and teaching methods, that will provide the necessary academic background information for our students to compete. Professional development provides our teachers and staff with the skills needed.

In the next year, I will be focusing on professional development for faculty and staff that provides insight into how to manage social, emotional and mental issues in the classroom. This is an area that teachers and teachers aides/assistants have requested additional training in as the number of students with significant problems in the classroom increases each year. Without the ability to manage the social, emotional and mental issues, the other students in the class may be adversely affected if the teacher must take precious minutes away from academics to deal with an emotional problem. I will arrange to have at least one training on “Classroom management skills and working with challenging behaviors” in the next year.

Goal 6 – Business and Finance
I am aware that special education services are costly to a school system. One of my primary goals for this year is to look for ways to financially manage the services more economically without sacrificing services or the quality of a program for the students. Three weeks ago, I had a gentleman from NYS Reimbursement in Albany meet with me at HCS so that I could learn, and understand, the fiscal areas that we might be able to obtain additional reimbursement for special education services. This was an interesting day long visit, and with some minor changes, we may be able to receive reimbursement for several services that we were not receiving reimbursement. My goal for this year, is to closely examine all services and ways in which we might do things differently so that we might be eligible to obtain additional funding. I would like to increase reimbursement to HCS by at least 10%.

Combined Goals