

HYDE PARK CENTRAL SCHOOL DISTRICT
Administration Offices
P.O. Box 2033
Hyde Park, New York 12538-8033
Telephone: (845) 229-4000 - FAX: (845) 229-4056

Carole A. Pickering
Superintendent of Schools

Wayne L. Kurlander
Assistant Superintendent
for Business

Cora Stempel
Assistant Superintendent
for Instruction & Personnel

Daniel Seyler-Wetzel
Assistant Superintendent
for Pupil Services

October 27, 2008

Dear Members of the Hyde Park Central School District Community,

This year, I would like to publicly share my 2008-09 goals that are approved by the Board of Education annually.

Superintendent goals are a significant factor in the board's evaluation of me each spring. There is also a mid-year check point that requires a "state of the district" report from me followed by a self reflection and goals response in March of each year. There is a board policy, #0320, that outlines the process and timeline in detail, if you are interested. Unlike the majority of New York State districts, annual superintendent compensation in Hyde Park is strictly based on merit and the board's collective judgment of my work.

Since this matter has been controversial in the past, I agreed with the board's suggestion to make the process, system, and superintendent's goals public. As a district, we strive for higher levels of integrity and transparency every day. This is one more effort to accomplish this mission and include you in the process.

Please call, e-mail or write if you have further questions or comments.

Most sincerely,

Carole A. Pickering

Carole A. Pickering
Superintendent of Schools

/af

Cc: Board of Education

Attachment / Superintendent 2008-2009 Goals

Seeking 21st Century Equity & Excellence

**SUPERINTENDENT GOALS
FOR THE HYDE PARK CENTRAL SCHOOL DISTRICT COMMUNITY**

2008-2009

DISTRICTWIDE FOCUS:

PROGRESS & STABILITY

Through

ALIGNMENT & ACCOUNTABILITY,

EFFICIENCY & EFFECTIVENESS

PART II

**Carole A. Pickering
Superintendent of Schools
Hyde Park Central School District**

October 2008

A. POLICY & GOVERNANCE

- Contingency** 1. Adhere to all contingency rules and guidelines. Policy, rules and regulations under contingency will be monitored and enforced.
- Policy Revision** 2. New York State School Boards Association (NYSSBA) policy revision process will be supported through direct input and recommendations to the board and district clerk. The identification of appropriate administrators to assist and influence this policy process will be a specific outcome.
- Conservation & Accountability** 3. Practice conservation of all resources; no waste of money, time, energy, staff. Recycling of paper, plastic and glass will be implemented in every facility. Guidelines for districtwide conservation will be established and shared with the community.
- Budget** 4. Proactively network with constituents. Conditions and strategies will be developed to increase knowledge, understanding and support for the 2009-2010 budget.
- Political/Community Leadership** 5. Visibility and activity in support of meaningful tax reform will increase. The focus will be on lobbying legislators to fully include the impact of unfunded mandates on schools, and to share factual information with the community.

B. INSTRUCTIONAL LEADERSHIP

1. Concrete strategies and conditions will be created and implemented that raise achievement for all students as measured by Grade 3-8 test scores in ELA and math.
2. Haviland Middle School and FDR will meet their state identified targets and be removed from the "needs improvement" list for 2009-10. (This refers to reducing the achievement gap between special and regular education students.)
3. **REACH*** will complete year two of the multi-year plan. Concrete strategies will be in place to raise the percentage of level 4 scores in ELA and math on Grade 3-8 state tests in 2009. (* - **R**igor, **E**xcellence and **A**cademic **C**hallenge is our initiative to support students who need more challenge.)

4. The Contract for Excellence will meet state criteria and be properly implemented. (This is a state imposed process.)
5. Special education will demonstrate improvements in program, process and financial management.

C. NON-INSTRUCTIONAL MANAGEMENT

1. A restructuring plan in Facilities & Operations will be developed by January 31, 2009.
2. The process and implementation of **Phase 2A I, II, and III** of our **Master Facilities Plan** will be directly monitored and managed. The district will stay on track and within budget, barring uncontrollable circumstances.
3. Phase 2D (FDR expansion) of the **Master Facilities Plan** will be reviewed for scope, design and future viability via the Facilities Steering Forum and our administrative team.
4. CLEAN* will focus on our newly purchased district office. Specific, realistic outcomes and improvements will be identified by January 31, 2009. (* - **Clean Learning Environments Are Necessary**) This is our multi-year initiative to clean and repair all our facilities.
5. An analysis of our facilities' heating systems will be completed followed by necessary repairs.
6. Year one of our districtwide building maintenance plan will be implemented with budgeted funds and within contingency guidelines.

D. ORGANIZATION AND PERSONNEL MANAGEMENT

1. All union contract preparations and negotiations will move forward on schedule.
2. The personnel office will demonstrate success and the value of department upgrades by February 1, 2009. An early status report will be made in October 2008.
3. The district will strive for 100% employment and improve attendance for staff and students (multi-year effort).
4. Annual evaluations for all employees will reflect accountability and support for growth and improvement.

E. COMMUNICATION AND COMMUNITY

1. Continue the improvement of all communications; build positive community connections; respond to all community inquiries, concerns or requests within 24 hours.
2. All administrators and supervisors will develop and implement new strategies to gain increased community support for the 2009-10 budget. These strategies and support mechanisms will be within the law and will focus on understanding and sharing of factual budget information with constituents.
3. Increase parent involvement through new, expanded or revised initiatives.
4. Increase community involvement and support by increasing efforts toward districtwide transparency and integrity.
5. Focus on positive press and improving perception of the district.

F. PROFESSIONALISM

Attitudes, behaviors, and work habits that reflect respect, civility, integrity and responsibility will improve and increase districtwide.