



## HINGHAM PUBLIC SCHOOLS SCHOOL COMMITTEE GOALS 2017 – 2018

The Hingham School Committee, together with the Superintendent, is committed to carrying out the [Vision, Mission and Core Values of the Hingham Public Schools](#) that foster continuous improvement in student achievement, effective administrative leadership, high quality instructional programs, and strong collaborative partnerships with families and the community.

The Hingham School Committee approved the following goals for 2017-2018 in an effort to focus our work and better inform the community of our priorities:

### **Entire School Committee will work together to:**

- Develop a 5-Year Financial Vision to communicate with all stakeholders how Hingham Public Schools can sustain, continue developing, and explore opportunities to innovate today and in the future.

### **The Sub-Committees will work on:**

(Sub-Committees are listed in alphabetical order)

- Community Outreach:
  - Continue to improve the HPS website
  - Continue efforts to gather community input on the HPS
  - Communicate the HPS 5-year Financial Vision
  - Advocate/Communicate for Foster School and assist the Foster School Building Committee on keeping the town updated on the project
- Long-Range Planning (Facilities):
  - Plan Capital Budget schedule for FY 2019
  - Continue to review and plan with the Fire Station Building Committee for the Bus Depot/Maintenance Property
  - Develop an Updated Facilities Master Plan concentrating on:
    - HS Health and Wellness Renovations
    - PRS Windows and Roof
    - Building 12 – Robotics/TRACES home and Storage
    - Building 179 – Operations and Storage
    - Central Office/Town Hall space needs
  - Monitor Foster School infrastructure needs and assist the Foster School Building Committee
  - Investigate Solar Power opportunities

- Policy:
  - Continue to review and update the [School Committee Policy Manual](#) with a focus on Section 4 (Fiscal Management)
  - Review policies and practices of Student Activity Funds to meet updated State requirements
  
- Salary & Negotiations:
  - Finalize the negotiation of six Union Contracts to achieve mutually beneficial terms.
  - Review and revise Individual Contracts to update with consistent language while allowing for individual terms
  - Continue Senior Leadership Succession Planning, including establishing a Superintendent search process and monitoring Principal transitions
  - Develop and implement a Human Resources staffing plan specific to Hingham Public Schools needs. The plan includes:
    - Defining Needs, Roles and Responsibilities to manage personnel-related and required program including licensure, orientation, mentoring, etc.
    - Review Integration with Town
    - Identify Key Priorities and Timing
  
- Special Education:
  - Complete a detailed review of current Special Education expenses to develop projections for SPED initiatives in the 5 Year Financial Vision
  - Monitor Special Education Continuous Improvement Task Force Outcomes (MS Evaluation) to develop and implement innovative plans.
  - Monitor progress of the [“5 Pillars of Continuous Improvement”](#) efforts to increase achievement for all Special Education students.
  - Build relationship with [SEPAC](#) and Special Education Community to generate increased trust.

Each Sub-Committee will share and report to the full School Committee on all activities. Action can only be taken as a result of a vote by the full School Committee.