



Essex County Public Schools

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Mission, Vision, and Goals

MISSION

Essex County Public Schools exists to serve the individual educational needs of our students.

VISION

In partnership with our students, faculty, staff, parents, and the community, Essex County Public Schools is committed to creating *Pathways to Excellence* by promoting a positive, student-focused culture striving for continuous improvement that meets the academic, athletic, artistic, and career-occupational needs of all our students by guiding, inspiring, celebrating, and teaching our students as we equip them to meet the challenges of a global society.

GOALS

I. Achieve full accreditation in all schools.

Strategies/Activities:

1. Support school-based professional learning communities.
2. Provide on-going professional development in evidence-based instructional practices.
3. Provide updated classroom technology and resources needed for 21st century learning.
4. Examine student performance data, student and teacher attendance data, and student discipline data at the beginning, middle, and end of each school year.

II. Develop, attract and retain a highly qualified workforce that reflects our community.

Strategies/Activities:

1. Provide a regionally competitive, experience-based teacher salary and benefits package.
2. Develop a recruitment plan to attract a highly-qualified, diverse applicant pool.
3. Provide a supportive evaluation system ensuring compliance with state requirements while building capacity of staff.
4. Conduct climate survey for ECPS staff.

III. Seek the involvement and participation of the entire community in promoting a positive educational culture.

Strategies/Activities:

1. Conduct a bi-annual community partnership forum.
2. Facilitate a community-wide survey to seek suggestions for promoting a positive educational culture.
3. Establish school board created strategies for promoting a positive educational culture.

IV. Increase family engagement in the education of all students.

Strategies/Activities:

1. Ensure that an annual, school-based family engagement plan is implemented.
 2. Identify one family engagement facilitator for each school.
 3. Support annual literacy event and annual math event at each school.
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V. **Improve communication among the school board and with the community.**

Strategies/Activities:

1. Participate in a working group to evaluate school division website content and design.
2. Create a process for school and division-based communications including identification of one public relations coordinator for each school.
3. Upgrade school board meeting room to enhance visual and auditory communication during meetings.
4. School board members selected to serve on other boards or committees will give reports during regularly scheduled board meetings.
5. Conduct an on-going dialogue between the school board and the board of supervisors.