

# New Milford Public Schools



## Strategic Plan

2010 - 2015

## NEW MILFORD PUBLIC SCHOOLS

### Strategic Plan 2010-2015

In November 2009, the New Milford Public School district accepted the challenge to review and update the Strategic Plan. The strategic planning process fosters the school/family community relationships necessary to realize the vision we feel is important for our students' education. The process was facilitated by Dr. Howard Feddema from the Cambridge Group, one of the country's leading authorities in strategic planning for schools.

The twenty-seven member Strategic Planning Update Team met for two, intensive days to envision the future of the New Milford Public Schools. During the two-day retreat, the diverse members of the update team shared perspectives and beliefs about education, reviewed school data, and identified both challenges and opportunities in the school district. The information guided the process to review and update the Strategic Plan. The Strategic Planning Update Team reaffirmed the mission, strategic objectives, parameters, and five of the seven strategies. The team recommended that two strategies should be re-worked by new Action Teams: Strategy 1 related to communication and Strategy 5 related to curriculum.

From January 2010 through April 2010, volunteers on two action teams dedicated their time to reassess the two strategies and to develop new action plans.

The Strategic Planning Update Team convened at the beginning of May 2010 for one day to hear and to evaluate each of the proposed action plans. After intense scrutiny and discussion, the two action plans were accepted. The Strategic Planning Update Team reviewed the draft plan for 2010-2015. On June 8, 2010, the Board of Education unanimously approved the Strategic Plan 2010-2015 as a dynamic working document.

Working together with an established mission, shaped by specific beliefs and objectives, and driven by the dedication and determination of all stakeholders, we will be able to create the best future possible for New Milford's students. Implementation will begin in the fall of 2010 and continue through 2015. Periodic public updates and reviews will ensure the plan remains a practical tool throughout the five-year period.

This publication outlines the plan which will guide the district in our decision-making process for the next five years.

Very truly yours,



JeanAnn C. Paddyfote, Ph.D.  
Superintendent of Schools

## New Milford Public Schools Mission Statement

**The mission of the New Milford Public Schools, a collaborative partnership of students, educators, family, and community, is to prepare each and every student to compete and excel in an ever-changing world, embrace challenges with vigor, respect and appreciate the worth of every human being, and contribute to society by providing effective instruction and dynamic curriculum, offering a wide range of valuable experiences, and inspiring students to pursue their dreams and aspirations.**



## *Beliefs*

We believe that ...

- all people are unique and have intrinsic worth;
- all people can learn;
- people learn in a variety of ways and at different rates;
- high expectations challenge people to higher levels of performance;
- motivation, hard work, and perseverance are necessary to reach full potential;
- all people are responsible for their choices, decisions, and actions in all facets of life;
- family is the primary influence in the development of the individual;
- learning throughout life is necessary in a changing world;
- education is a shared obligation of all members of the community;
- everyone benefits when people willingly contribute to the health and well-being of the community;
- honesty and integrity are the basis for building trusting relationships.

## *Objectives*

The following objectives are long term, end results which, if accomplished, will bring us closer to achieving our mission.

- All students will demonstrate proficiency on state assessments; no less than 85% of students will achieve goal or above on reading, writing, mathematics, and science.
- Each student will set, pursue, and achieve challenging educational goals tailored to his or her interests, abilities, and aspirations.
- All students will develop and consistently demonstrate positive character attributes necessary to be successful, contributing citizens.



## *Parameters*

- We will always operate safe environments conducive to learning.
- Site-based decisions will always be consistent with the Strategic Plan.
- No new program or service will be accepted unless it is consistent with the Strategic Plan, benefits clearly exceed costs, and provisions are made for professional development and program evaluation.
- No program or service will be retained unless it makes an optimal contribution to the mission and benefits continue to justify the cost.
- We will practice fiscal responsibility by balancing the educational needs of our students with the community's willingness to pay.
- We will not tolerate behavior which demeans the worth or dignity of any individual or group.

**Strategy 1.** We will improve communication to ensure all members of our collaborative partnership understand our mission and objectives and are actively engaged in achieving them.

### **Action Plans to accomplish strategy:**

1. Establish a communication system to foster an open exchange of information between the school district and the community.
2. Develop and administer a community-wide assessment to determine the stakeholders' perception of our communication partnership.
3. Create a system for ongoing feedback among the schools, the Board of Education, and the community using written, verbal, and electronic communication.
4. Provide a uniform structure for a user-friendly website and keep it current with new innovations in technology to help increase viewers.
5. Develop a predictable schedule of school events to help increase the community's participation and involvement.
6. Increase school and community awareness regarding key educational issues using local and cable television networks.
7. Establish a comprehensive volunteer program at each school.

**Strategy 2.** We will develop and implement a system-wide Character Education Program consistent with our mission and objectives.

**Action Plans to accomplish strategy:**

1. Establish common core character education attributes to be integrated into our schools, families, and community.
2. Promote a school culture and climate that reinforces positive character attributes.
3. Ensure that the specific attributes are understood and integrated within the curriculum at each grade level.
4. Build a strong partnership with families to engage with their children in promoting positive character attributes.
5. Promote strong partnerships with community organizations to endorse positive character attributes.
6. Integrate the character attributes into the curriculum review cycle (i.e., Five-Year Plan).

**Strategy 3.** We will actively engage students, families, and educators in implementing a system that will enable each student to set, pursue, and achieve educational goals tailored to specific interests, abilities, and aspirations.

**Action Plans to accomplish strategy:**

1. Implement a New Milford High School personalized learning plan.
2. Implement a New Milford Public Schools grades 7-8 goal setting portfolio.
3. Implement a New Milford Public Schools grades 4-6 goal setting portfolio.
4. Implement a New Milford Public Schools grades K-3 goal setting portfolio.
5. Establish advisories at the middle and the high school levels.
6. Institute career awareness grades K-6, career exploration grades 7-8, and career preparation grades 9-12.



**Strategy 4:** We will effectively and appropriately integrate technology throughout the system to achieve our mission and objectives.

**Action Plans to accomplish strategy:**

1. Update computer systems – hardware/software.
2. Redefine and adopt grade level Information and Communication Technology (ICT) literacy student competencies based on updated state and national standards and develop curriculum-embedded, project-based assessments.
3. Implement flexible and optimal access to ICT facilities and resources to ensure that all students and teachers have equal opportunities and assured experiences that lead to attaining ICT competency goals.
4. Promote the ethical and responsible use of technology in a manner consistent with school-wide positive character attributes and the student competencies related to digital citizenship.
5. Establish ICT competencies for teachers and develop an assessment tool to determine current baseline ICT skills for all teachers.
6. Establish an ongoing, professional development system that ensures every teacher has allotted time and resources throughout the year for professional development relating to technology and its integration into the classroom.
7. Ensure that the implementation and integration of the educational technology plan is supported and sustained. This is a three-phase plan.

**Strategy 5:** We will systematically align the curricula, both vertically and to state grade level expectations, and ensure teachers deliver effective instruction, interventions, and analyze assessment data so that students are engaged in achieving the strategic objectives.

**Actions Plans to accomplish strategy:**

1. Systematically align the curricula both vertically and horizontally and in accordance to state and grade level expectations.
2. Ensure teachers deliver effective instruction.
3. Ensure teachers deliver effective interventions.
4. Analyze assessments and data to focus on student achievement and on strategic objectives.



**Strategy 6:** We will attract, develop, evaluate, and retain highly qualified staff.

**Action Plans to accomplish strategy:**

1. Promote our district as a progressive, dynamic, and collaborative public school system with competitive salaries and benefits.
2. Build a professional development program that focuses on accomplishing our district-wide mission, objectives, and strategies.
3. Revise the evaluation process for all staff to align with the district's mission, objectives, and strategies as stated in the Strategic Plan.
4. Establish incentives to retain talented, dedicated, and skilled staff.
5. Provide teachers with sufficient time to increase parent communication and to address non-teaching responsibilities to help students meet the strategic objectives.

**Strategy 7:** We will identify and utilize the support and resources available within the community to enable all students to achieve our strategic objectives.

**Action Plans to accomplish strategy:**

1. To create an information fair that will inform students, family, and community members of the local resources available and to use those resources to increase student skills and talents or to obtain needed services for families.
2. To compile a comprehensive community resource directory to inform students, parents, and community members of the resources and services available.
3. To create a database/community resource center on the web that will provide a link for students, parents, and community members to get information and to provide feedback in a two-way communication between the school and the community.
4. Strengthen the alumni connection to the school in order to help students, teachers, and community organizations to benefit from the expertise, community service, and possible fundraising of the alumni.
5. Strengthen the community connection to the school in order to help students, teachers, and community organizations to benefit from the expertise, community service, and possible fundraising efforts of the community.
6. Establish a positive working relationship between the Board of Education and the Economic Development Commission.

## Strategic Action Team Leaders & Members

### Strategy 1: Communication

Joseph Dragone, Team Leader  
Jason Arnauckas  
Angela Chastain  
Eric Conklin  
Wendy Faulenbach  
Maureen E. McLaughlin, Ph.D.  
Gregg Miller  
Jayne Shogry

### Strategy 5: Instruction

Josephine Rositano, Team Leader  
Tiffany Antkies  
Anne Bilko  
Jennifer Corti  
Roxanne Kraft  
Virginia Landgrebe  
Maureen E. McLaughlin, Ph.D.  
Thomas McSherry  
Jennifer McStravick  
Ann Mueller  
Susan Murray  
Eileen Tabasko  
Patricia Thalassinos



## List of Participants

Peter Bass	Lisa Mosey
Angela Chastain	Sandra Nadeau, Ph.D.
Wendy Faulenbach	JeanAnn C. Paddyfote, Ph.D.
Dana Ford	Kim Patella
Mark Haglund	Walter Rogg
Karen Hartle	Greg Shugrue
Ann Hartman	Debbie Socotch
Wisdom Jarvis	Laurence Tripp, Ph.D.
Paula Kelleher	Susan Trujillo
Joan Kick	Connie Williams
Jim Matranga	Jeff Winter
Thomas McSherry	Haley Woodard
Gregg Miller	Christine Zona

Maureen E. McLaughlin, Ph.D., *Internal Coordinator*  
Maureen Laurer, *Administrative Staff*



# New Milford Board of Education

**Wendy Faulenbach, Chairman**  
**Lynette Celli Rigdon, Vice Chairman**  
**David A. Lawson, Secretary**  
**Daniel W. Nichols, Assistant Secretary**  
**Nancy Tarascio - Latour**  
**Thomas McSherry**  
**Alexandra Thomas**  
**William Wellman**  
**Rodney Weinberg**

**Strategic Plan 2010 - 2015**  
**Approved**  
**June 8, 2010**



**NEW MILFORD PUBLIC SCHOOLS**  
**50 East Street**  
**New Milford, CT 06776**  
**Phone: (860) 355-8406 Fax: (860) 210-4132**  
**[www.newmilfordps.org](http://www.newmilfordps.org)**