

NEW MILFORD BOARD OF EDUCATION  
New Milford Public Schools  
50 East Street  
New Milford, Connecticut 06776

**BOARD OF EDUCATION**  
**SPECIAL WORKSHOP NOTICE**

**DATE:** June 7, 2010  
**TIME:** 7:30 P.M.  
**PLACE:** Sarah Noble Intermediate School - Library Media Center

**AGENDA**

1. **CALL TO ORDER**

A. Pledge of Allegiance

2. **PRESENTATION**

A. Draft of the Strategic Plan 2010 - 2015

3. **PUBLIC COMMENT**

The Board welcomes Public Participation and asks that speakers please limit their comments to three minutes. Speakers may offer objective comments of items on this agenda. The Board will not permit any expression of personal complaints or defamatory comments about Board of Education personnel and students, nor against any person connected with the New Milford Public School System.

4. **ADJOURN**

GEORGE C. BUCKBEE  
TOWN CLERK

2010 MAY 28 P 1:01

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NEW MILFORD, CT

New Milford Board of Education  
 Special Workshop Meeting  
 Sarah Noble Intermediate School—Library Media Center  
 June 7, 2010

<b>Present:</b>	Mrs. Wendy Faulenbach, Chairperson
	Mr. Thomas McSherry
	Mr. Daniel Nichols
	Mrs. Alexandra Thomas
	Mrs. Nancy C. Tarascio-Latour
	Mrs. Lynette Celli Rigdon
	Mr. Rodney Weinberg
	Mr. William Wellman

GEORGE C. BUCKBEE  
 TOWN CLERK  
 2010 JUN -8 P 3:12

NEW MILFORD, CT

<b>Also Present:</b>	Dr. JeanAnn C. Paddyfote, Superintendent of Schools
	Dr. Maureen McLaughlin, Assistant Superintendent of Schools
	Ms. Ellamae Baldelli, Director of Human Resources
	Mrs. Adele Johnson, Director of Pupil Personnel & Special Services
	Mr. David Elmore, Director of Technology
	Mr. Greg Shugrue, Principal, New Milford High School
	Mrs. Susan Murray, Principal, Northville Elementary School
	Mrs. Joan Kick, Assistant Principal, Northville Elementary School
	Ms. Marcy Sterlis, Assistant Principal, Sarah Noble Intermediate School
	Mrs. Connie Williams, Teacher, Northville Elementary School
	Mrs. Karen Hartle, Teacher, Sarah Noble Intermediate School
	Mr. Jason Arnauckus, Teacher, Sarah Noble Intermediate School

1.	<b>Call to Order</b> The Special Workshop Meeting of the New Milford Board of Education was Called to Order at 7:32p.m. by Mrs. Faulenbach.	<b>Call to Order</b>
1.A.	The Pledge of Allegiance was recited.	Pledge of Allegiance
2.	<b>Presentation</b> <b>2.A. Draft of the Strategic Plan 2010-2015</b> Dr. Paddyfote reviewed the process to update the strategic plan and began the slideshow presentation. <ul style="list-style-type: none"> <li>• A team of 27 members met over three days with Dr. Howard Feddema of the Cambridge Group to update the current strategic plan.</li> <li>• The Strategic Planning Update Team was comprised of teachers, staff, administrators, parents, elected officials, and community members.</li> <li>• The team reviewed and re-affirmed the mission, beliefs, objectives, strategic parameters and five of the seven strategies.</li> <li>• Two of the strategies were assigned to Action Teams.</li> <li>• The two Action Teams met to develop the action plans or specific results for Strategy 1, and Strategy 5.</li> </ul>	<b>Presentation</b> <b>Draft of the Strategic Plan 2010-2015</b>

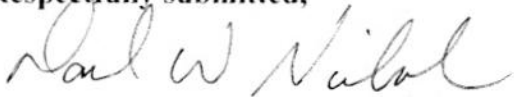
- The Action Team leaders presented their work to the Update Team in April, and the Team acted on the Action Plans.
- In April 2010, the Update Team reached consensus on the Draft Strategic Plan 2010-2015.
- Dr. Paddyfote introduced Mr. Joseph Dragone, Action Team Leader for the re-worked Strategy 1 on Communication, and Mrs. Josephine Rositano, Action Team Leader for the re-worked Strategy 5 on curriculum and instruction.
- Dr. Nadeau introduced the Beliefs. She added that our Beliefs are the backbone of the school district. She called on Board members and administrators to read the statements.
- Mr. Haglund presented the Mission. He noted that a mission defines the purpose of the organization, and it is the highest aspiration of our organization. He is proud of the district's mission, and believes in its purpose.
- Dr. McLaughlin presented the three Objectives, and provided examples of how the school district is meeting the objectives.
- Mr. McSherry presented the Strategic Parameters. He stated that as we achieve our mission we will live within the guidelines of the six Strategic Parameters.
- Dr. Paddyfote read Strategy 1, the Communication Strategy. This strategy was re-worked with new Action Plans. The results for this strategy over the last three years were noted.
- Mr. Arnauckus presented the new Action Plans for Strategy 1. He was a member of the Action Team for this strategy and he shared the seven new Action Plans.
- Mrs. Kick presented Strategy 2 on Character Education. She updated on the results of this strategy since the inception of the Strategic Plan in June 2007.
- Mr. Shugrue presented Strategy 3 dealing with goal setting. He presented the results to date from the high school; Ms. Sterlis reported on the results at Schaghticoke Middle School, and Sarah Noble Intermediate School; Mrs. Kick reported on the progress at the elementary schools.
- Mr. Elmore updated the Board on Strategy 4 regarding technology. He reported on the results regarding this strategy over the last three years.
- Mrs. Hartle and Mrs. Williams reported on Strategy 5 regarding the necessary time, resources, and support to ensure teachers implement curriculum,

and analyze data to meet the strategic objectives.

- They provided the results to date on Strategy 5.
- The wording for the re-worked strategy was presented.
- The four new Action Plans were shared with the Board.
- Ms. Baldelli presented Strategy 6 regarding highly qualified staff. She reported results to date: re-written teacher evaluation document, and professional development activities are aligned with the Strategic Plan.
- Mr. Shugrue presented Strategy 7 regarding utilizing the support and resources available within the community to enable students achieve our strategic objectives. He reported results to date on this strategy.
- Dr. Paddyfote identified the next steps:
  - Approval by the Board of Education
  - Establish timelines for the Action Plans
  - Announce the Plan
  - Implement the Plan
- Mrs. Faulenbach opened the floor for questions.
  - Mrs. Rigdon asked if the new plan is written into a document like the current plan.
  - Dr. Paddyfote stated that a new document will be printed after the Board adopts the updated plan.
  - Mr. Wellman asked a question about the strategic parameter regarding practicing fiscal responsibility by balancing the educational needs of our students with the community's willingness to pay. He thought this parameter would be challenging to implement.
  - Dr. Paddyfote responded by explaining that every program is under review at budget time and that enrollment is always a consideration. For example, at the high school there are higher level courses that are offered in certain academic areas. She noted that in German 4, and German 5, the enrollment combined might be between 10 to 15 students. Or at Schaghticoke in Grade 7, there may be a World Language with fewer than 20 students. There comes a time when the Board has to decide the "tipping point", the number at which it is not advisable to offer a course offering.
  - Mrs Tarascio-Latour asked if there isn't money in the budget to accomplish a component of the plan, how will that situation be handled?

3.	<ul style="list-style-type: none"><li>○ Dr. Paddyfote explained that when the Superintendent's budget is developed, it is with the Strategic Plan in mind. Throughout the budget process, the Superintendent and administration make connections to the Strategic Plan. For example, this is done with professional development. When the Board adopts its budget, members will know those items in the budget that are clearly aligned with the plan. If something cannot be funded in a given year, the plan may have to be adjusted and that item may have to be pushed to another year.</li><li>• Mrs. Faulenbach commented that she participated on the original planning team, and she found the process to be rewarding.</li><li>• Mr. McSherry added that he participated on both planning teams. He concurred with the Chair that the process was thorough and beneficial to the district.</li><li>• Dr. Paddyfote thanked the members of the Planning Team. In addition, she thanked the Board for the opportunity to share the work of the Planning Team.</li></ul> <p>Public Comment</p> <ul style="list-style-type: none"><li>• Mr. Haglund told the Board that members of the Planning Team worked long hours and put a lot of effort into the plan. There were many people involved in developing the plan. The process to approve the plan was by consensus. There was no voting. He explained that the Strategic Plan is the people's plan, the community's plan because of the representation on the team. He feels strongly that the plan should be approved by the Board of Education.</li></ul>	Public Comment
4.	<p>Adjourn</p> <ul style="list-style-type: none"><li>• The meeting adjourned at 8:45 p.m.</li></ul>	Adjourn

Respectfully submitted,



Mr. Daniel Nichols, Assistant Secretary  
New Milford Board of Education