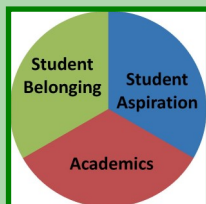




New Milford Public Schools
50 East Street
New Milford, CT 06776
860-355-8406
www.newmilfordps.org



New Milford High School
860-350-6647

Mr. Greg Shugrue, Principal
Mrs. Liz Curtis, Asst. Principal
Mrs. Linda Scoralick, Asst. Principal
Mr. Eric Williams, Asst. Principal



Schaghticoke Middle School
860-354-2204

Dr. Christopher Longo, Principal
Mrs. Kerri Adakonis, Asst. Principal
Mrs. Jennifer Delaney, Asst. Principal
Mrs. Barbara Nanassy, Asst. Principal



Sarah Noble Intermediate School
860-210-4020

Mrs. Anne Bilko, Principal
Mrs. Jennifer Chmielewski, Asst. Principal
Mrs. Jennifer Hankla, Asst. Principal
Mrs. Jennifer Meyers, Asst. Principal



Hill & Plain Elementary School
860-354-5430

Mrs. Patricia Corvello, Interim Principal
Mrs. Jennifer Hankla, Asst. Principal



Northville Elementary School
860-355-3713

Mrs. Susan Murray, Principal
Mrs. Barbara Nanassy, Asst. Principal

Spotlight on New Milford Schools

Volume 9, Issue 8

February 2019

Superintendent Search Update

The Board of Education held a special meeting on February 21st to review the New Milford School District Leadership Profile Report. The report presents the findings of the Leadership Profile Assessment conducted by Hazard, Young, Attea & Associates (HYA) in January of 2019, in support of the search for the new superintendent of the New Milford Public Schools. The data was obtained from input HYA Senior Associate Dwight R. Pfennig and HYA Associate Don Macrino received when meeting with focus groups and individuals in either an interview setting or larger group settings on January 23 and 24, 2019, and from the results of the online survey completed by stakeholders between January 11, 2019, and January 30, 2019.

In total, twenty-two stakeholder interviews and focus group meetings were used to collect information regarding the strengths of the district, the challenges that it will be facing in the coming years, and desired characteristics for the new superintendent. The online survey was used to collect data relevant to ranking desired characteristics in the new superintendent, as well as to gather open ended comments regarding those characteristics, the district/community in general, and suggestions for prospective superintendent candidates. All told, 453 respondents either completed the online survey, attended a focus group, or did both.

In the area of district strengths, several topics were consistent:

- ◆ Focus Group participants were obviously proud of New Milford as a community supporting their schools.
- ◆ Focus Group participants expressed appreciation for teachers and building level administrators who have remained dedicated to the students of the New Milford Public Schools.
- ◆ Students frequently spoke of bonding with teachers to assist

APPENDIX I: STATE OF THE DISTRICT ITEM ANALYSIS

Percentages of parents, students, administrators, teachers, community members, and other constituents selecting 5 (Strongly Agree) or 4 (Agree) for each item are presented below.

	All (56)	Administrator (14)	Community Member (24)	Parent/PT Student Attendance School (20)	Student (52)	Support Staff Member (18)	Teacher (10)
OVERALL	52%	50%	50%	52%	50%	44%	58%
VISION AND VALUES							
The district provides a clear, compelling vision for the future.	89%	50%	22%	51%	23%	56%	81%
The district is heading in the right direction.	50%	86%	25%	31%	35%	50%	37%
The district has high standards for student performance.	52%	51%	42%	44%	48%	67%	67%
The district makes decisions based on information from data and research.	42%	79%	25%	37%	14%	73%	67%
The district is working to close the achievement gap.	42%	79%	38%	38%	31%	67%	60%
TEACHING AND LEARNING							
The district provides a well-rounded educational experience for all students.	43%	64%	19%	42%	48%	56%	49%
Teachers implement instructional strategies to address individual learning needs, special education and gifted.	54%	42%	47%	45%	57%	50%	87%
District schools are safe.	65%	100%	71%	62%	48%	78%	72%
The social and emotional needs of students are being addressed.	41%	38%	42%	46%	25%	58%	50%
Students are on track to be college and career ready.	40%	64%	37%	47%	38%	63%	52%
Technology is integrated into the classroom.	73%	100%	54%	68%	46%	78%	84%
COMMUNITY ENGAGEMENT							
The district engages the community as a partner to improve the school system.	33%	57%	31%	33%	38%	56%	37%
There is transparent communication from the District.	40%	86%	25%	38%	31%	33%	43%
The district engages with diverse racial, cultural and socioeconomic groups.	40%	50%	33%	43%	32%	56%	54%
MANAGEMENT							
Facilities are well maintained.	65%	55%	52%	65%	57%	67%	69%
The district is fiscally responsible.	42%	71%	38%	43%	26%	44%	54%
The district employs effective teachers, administrators and support staff in its schools.	61%	86%	50%	60%	46%	67%	76%
Employees are held accountable to high standards.	49%	86%	37%	38%	34%	72%	81%
District technology infrastructure is sufficient to support 21st century learning.	45%	92%	38%	37%	57%	50%	52%

them in times of academic need and in general acclimation to the school environment.

- ◆ Focus Group participants spoke of the strength of New Milford's Special Education program and Talented and Gifted Program.
- ◆ It was generally agreed that the facilities were well maintained and adequate.
- ◆ Parent and student Focus Groups spoke highly of the music and art programs offered by the district.
- ◆ The presence of law enforcement and practical safety procedures has made students, staff, and community members feel more secure within the teaching and learning environment.

When addressing challenges to the district, topics raised included concern regarding changes to district leadership, inconsistencies attributed to lack of systems knowledge of policies and procedures, district funding, the need for greater support for "students in the middle" and concern regarding teacher attrition.

In looking forward, Focus Group and survey participants consistently reported several characteristics that they desire to see in the next superintendent:

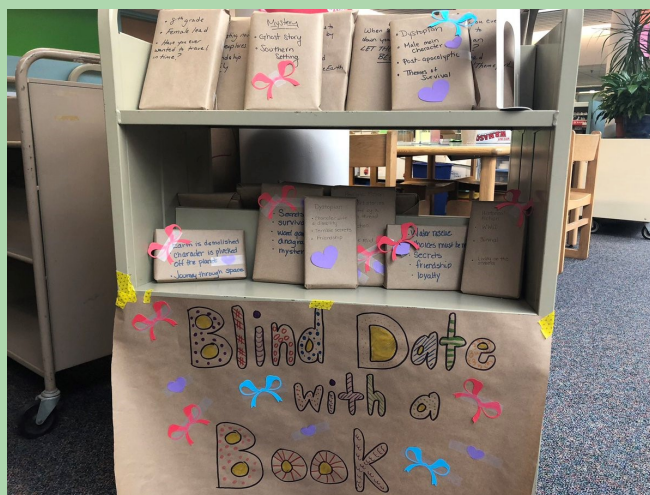
- Most Focus Groups and survey participants want an experienced educator with deep passion for developing and supporting visionary operational and academic strategies that may be transformed to New Milford's strategic movement forward.
- The new superintendent should provide evidence of successful engagement and transparency with all community constituents built upon trust, honesty and integrity, regardless of issues at hand and/or problems to be solved.
- The new superintendent must demonstrate strength as an educational evaluator with the ability to recruit, employ and retain effective personnel throughout the district.
- It is expected by most Focus Groups that the new Superintendent will provide evidence of a clear understanding of student achievement through detailed analysis of data.
- Key to all aspects of the new Superintendent's work will be the ability to communicate effectively with all constituents.



The Leadership Profile will become part of the HYA recruitment package so that all prospective candidates will get a sense of what is important to the community. In turn, the Board of Education, in conjunction with HYA, will use this knowledge to measure how well a candidate's skill set will match with the community's desired characteristics. Interviews are expected to take place during the month of April.

To view the Leadership Profile and see survey results, click on the [Superintendent Tab](#) on the district website home page.

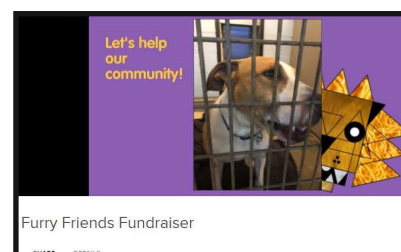
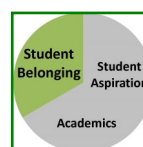
**The SMS LMC
celebrated Valentine's
Day with this display,
inviting students to go on
a *Blind Date with a Book*.
Wonder how many were
a good match?**



Furry Friends Fundraiser

Each year the SNIS third grade does a service project to help promote the importance of community. For the last four years, they have supported our local animal shelter, Animal Welfare Society Inc. This organization was founded in 1965 and serves New Milford, Bridgewater, Brookfield, Roxbury, and Washington. Their goal is to provide food, shelter, and medical care for cats and dogs in need.

SNIS Grade 3 teacher Lori Cerra says, "This year we named our project the February Furry Friends Fundraiser. We kicked off the event with a promotional video featuring some furry friends from the shelter and some of our teachers' personal furry friends." [Click here](#) to see the short video.

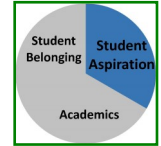


During the month of February, the third grade collected dog and cat food and toys, detergent and bleach, and monetary donations. As you can see from the pictures, the event was a "purr-fect" success!



NMHS CNA Students and HOSA: Future Health Professionals

Thank you to NMHS CNA student Elizabeth Meskill who wrote the following article.



On Friday, January 4th, NMHS Health Department Chair Denise Duggan accompanied six of her CNA (Certified Nurse Assistant) students to the CT Tobacco Free Youth Leadership Summit hosted by HOSA at Naugatuck Valley Community College. At the conference, there were speakers and representatives from groups such as Tobacco 21, the Campaign for Tobacco-Free Kids, and more.

HOSA: Future Health Professionals is an organization created to allow students who are interested in joining the healthcare field to have opportunities to go to educational conferences and apply for scholarships and grants. There are five membership divisions of HOSA: middle school, high school, post-secondary/college and universities, professionals, and alumni divisions. There are around 250,000 international members of HOSA, over six hundred of which are from Connecticut. All members share a mission “to empower HOSA: Future Health Professionals to become leaders in the global health community through education, collaboration, and experience.”



At the summit, students were provided with breakfast as two representatives from the Campaign for Tobacco Free Kids gave a presentation on the effects of tobacco products and the e-cigarette and vaping epidemic. This presentation was the first step for students to be able to teach others about the health risks associated with smoking. When asked about what she got from the summit, NMHS student Lucy Burns said, “It’s important that we take what we learned and bring it to our own school and our own community.” Mrs. Duggan thought the same thing, and is working with the Students Against Destructive Decisions (SADD) advisor, Mrs. Elizabeth Schlicher, to bring their groups together and host a Kick Butts Day event (March 20) at New Milford High School.

After breakfast, students were split into six groups to attend different workshops about the tricks that cigarette companies use to draw in youth and how to spot them. The students were also shown how to move forward in advocating for the end of smoking by youth. NMHS student Lilly McDermott said after the summit, “It was an eye-opener to a serious problem that I never paid much mind to before.” Reactions like this are what can cause change in the use of tobacco products by youth around the world.

During lunch, also provided, students gathered together to hear from Senator Richard Blumenthal. He spoke about his thoughts on the smoking and vaping epidemic and how he has worked to put a stop to it. He also congratulated all of the students for being part of a group

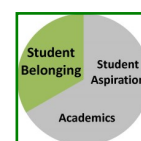
that, as the future of our country, can put a stop to problems such as this one. After his speech, Senator Blumenthal took pictures with some of the students.

To end the day, students spent time hearing from their HOSA student leaders about the benefits of being part of such an important student organization. Katie Calderon, a new member from NMHS said, “The HOSA idea is a great way for kids like us to get involved with the health profession field early on.”

The HOSA: Future Health Professionals students at New Milford High School are excited to be part of this amazing organization. They all learned so much at the summit and can’t wait to share it with their community and make a difference.

Unified Sports Program Flourishes at NMHS

The New Milford High School Unified Sports program is an athletic team composed of students with special needs and their peer partners. Students have the opportunity to participate in the program during both the Fall and the Spring. Students train and compete in Soccer during the Fall, and Track and Field during the Spring.



During each sports season, the teams train after school twice a week and then compete against other Connecticut schools. Supervisor of Special Education Tracy-Ann Menzies says, “During this past Fall season, the team competed in soccer tournaments at both Bunnell and Newtown High Schools. These sports programs not only develop the athletic skills of the student athletes, but also help to promote friendships and teach teamwork.”

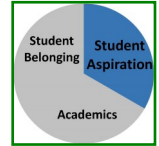
On January 30th, the Unified Sports Team sponsored a bowling tournament at *Dolrbill's Bowling* in New Milford. Student athletes and their peer partners from New Milford High hosted the Unified Teams from both Brookfield and Bethel High Schools. In total, over 60 athletes along with their partners took part in this fun competition. After the event, all of the students shared pizza and enjoyed baked goods made by the students of New Milford High School.

Ms. Menzies sums up the event nicely when she says, “This was a wonderful demonstration of the power of sports to bring our students together to develop a sense of community and celebrate each other’s successes.”



SURGE Theater Company Rocks SMS

On January 31st and February 1st the SMS SURGE Theater Company presented Schoolhouse Rock Live Jr. The play was based off of the wonderful jingles that were a staple part of the Saturday morning cartoon scene in the '70s (Take a look on youtube for [a few classics](#)). Undoubtedly, there is a whole generation that learned about parts of speech, space, multiplication, and history due to the genius of these songwriters. The actors and stage crew did a fabulous job bringing the production to life. Kudos to all!



NMHS All-School Musical

Tickets for Footloose may be purchased online at <https://nmhsct.booktix.com> or through the box office at NMHS. For more information, call the box office at 860-350-6647 ext. 1552. All seating is reserved and all tickets purchased in advance* are \$10 each.

*In an effort to reduce large crowds at the box office on a show date, please be aware that this year tickets purchased at the door on the day of the performance will cost \$15 each. Credit cards incur an additional \$1.50 fee per ticket.



Senior citizen passes are available through the Senior Center or by calling the Superintendent's Office at (860) 355-8406.

NEW MILFORD HIGH SCHOOL
ALL-SCHOOL MUSICAL 2019
Presents
Footloose™
THE MUSICAL

Stage Adaptation by
DEAN PITCHFORD and WALTER BOBBIE
Based on the Original Screenplay by Dean Pitchford
Music by TOM SNOW Lyrics by DEAN PITCHFORD
Additional Music by ERIC CARMEN, SAMMY HAGAR, KENNY LOGGINS and JIM STEINMAN

PERFORMANCES AT NEW MILFORD HIGH SCHOOL

Friday, **March 29** at 7:00 PM
Saturday, **March 30** at 7:00 PM
Sunday, **March 31** at 3:00 PM

Friday, **April 5** at 7:00 PM
Saturday, **April 6** at 2:00 PM
Saturday, **April 6** at 7:00 PM

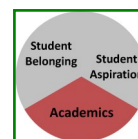
\$10 Advance Tickets \$15 At the door

Tickets available online at nmhsct.booktix.com
Tickets also available at the high school box office or call (860) 350-6647 x1552
Credit cards accepted with \$1.50 fee per ticket

*"FOOTLOOSE" is a trademark used under license from Rodgers and Hammerstein as licensee of Rodgers and Hammerstein, Inc. on behalf of the Owners.

SMS Holds Annual Geography Bee

SMS students in grades 6-8 recently participated in the annual National Geographic Geography Bee. Grade 8 Social Studies teacher Tracy Olmsted says, "The Geography Bee continues to be a favorite event at SMS as it includes all children in the student body, celebrates a sense of belonging, and promotes global awareness."



Preliminary competitions were held during Social Studies classes in late December. Class winners advanced to a semi-final round in early January and competed against each other for a place in the finals. Fifteen students had scores high enough to qualify for the final round that was held on January 23rd. Dr. Len Tomasello was the master of ceremonies and presided over an intense battle of geography giants, all of whom displayed an impressive knowledge of our fascinating planet.



After seven rounds of questions, two competitors had matching scores which resulted in a tie-breaker between 8th grader, Connor Sterling, and 7th grader, Daniel Vrba. On the third question of sudden death, Connor prevailed over 900 students and was named school champion!

Interim Superintendent Dr. Stephen Tracy, who was in attendance and had the pleasure of presenting the students with their certificates, stated, "I felt lucky enough to know the answers to most of the questions asked, but not all!"

As school winner, Connor recently completed a 75 question test to determine if he will advance to the state round to be held at CCSU in the spring. The New Milford Board of Education honored Connor at its February meeting. Congratulations to Connor, Daniel, and all of the finalists at SMS.

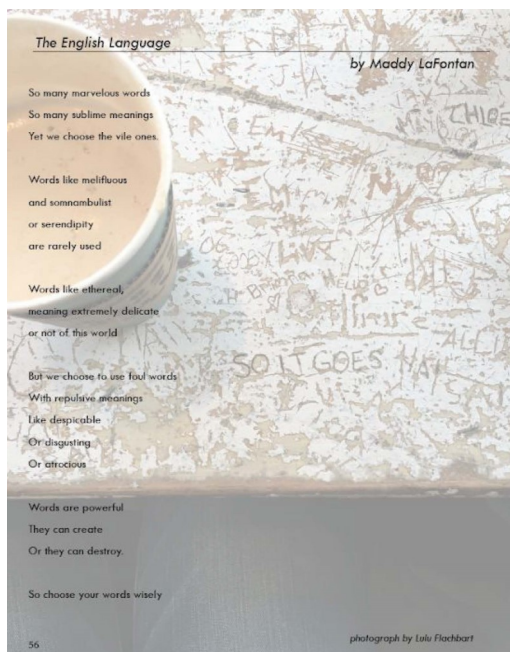
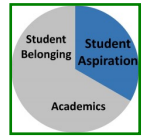


To learn more about the National Geographic Geography Bee, and take a sample quiz to see how you would stack up, [click here](#).

Piper Literary Magazine Receives Superior Ranking

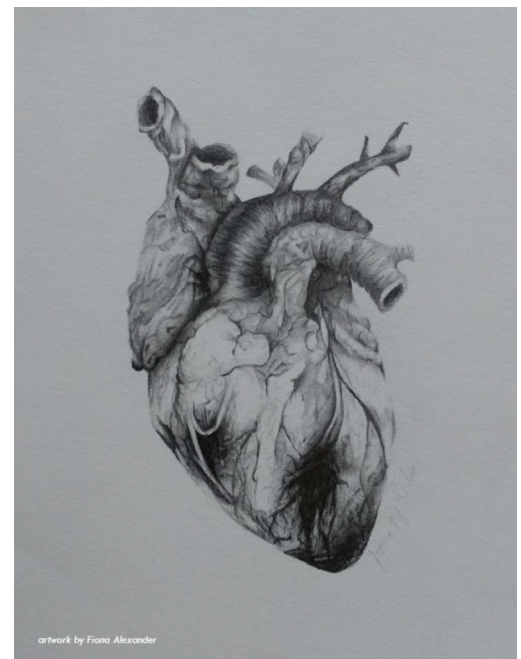


The NMHS English department is proud to announce that the National Council of Teachers of English (NCTE) has given a Superior Ranking to the 2018 student literary magazine, *The Piper*. Students at NMHS produce the magazine every Spring. It features original art, photography, prose and poetry from the talented student body. In past years, *The Piper* has been recognized by the National Council of Teachers of English for its excellence in writing, editing, and design. Every year, in each submitting state, the NCTE evaluates literary magazines from high schools around the country for outstanding writing, inclusion of a wide variety of genres and interdisciplinary writings, meticulous editing, a unifying design, high-quality graphics, coherence of theme and design, and clear evidence of student involvement on all levels of production. This year, *The Piper* ranked as “Superior” in all of these categories!

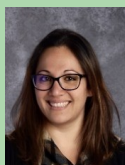


Currently, *The Piper* staff is working on the 2019 edition. NMHS English teacher Michelle Minto says, “Members of *The Piper* staff, and students in the Advanced Creative Writing course all have a hand in creating a product that we are all very proud of. Production began early this year. The result, we hope, will be a compilation of voices that represent this year’s NMHS student body.”

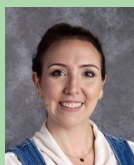
Any student in grades 9-12 at NMHS may still submit art or literature for consideration by *The Piper*. Artists and writers may submit their work to room 2114 or by email to thepiperlitmagazine@gmail.com any time until mid-March, 2019. Copies of *The Piper* will be available at NMHS at the end of May.



Congratulations to the New Milford Public School “Stars” for the month of February!



Sara Filogomo



Amelia Lakoff Paquette



Barbara Marques



Jennifer Merriam



Donna Urban



Annetta Volinski

Thanks to Ingersoll Auto of Danbury for their donation of the NMPS courtesy car.
Don't forget to visit the district website to [submit your staff nomination](#).

Parent Teacher Conferences Are March 13 and 14

**Appointments will be made on-line using the district's
conference scheduler tool.**

The tool will be made active for all schools on the district website beginning on Monday, March 4 and will close at 12:00 p.m. on Tuesday, March 12.
This timeline provides teachers with time to review the schedule in advance.

If you have any questions about logging in or scheduling, please call your child's school.

BOE Adopts 2019-20 Education Budget

New Milford Public Schools Interim Superintendent Steve Tracy and administrative team members presented the proposed 2019-20 education budget to the New Milford Board of Education for consideration on the evenings of January 22, 23, 30 and 31 in public session. The 2019-20 Superintendent's Budget, as proposed, was \$65,065,296 which is an increase of \$2,054,710 or 3.26% over the current year's budget. **The Board of Education's Adopted budget, as approved on January 31, 2019, was finalized at \$64,642,589, which represents a 2.59% increase over the current year's budget.**

Dr. Tracy said he had four priorities when developing the budget: attracting, developing and retaining top talent; improving instruction; enhancing Special Education services; and protecting the district's investment in facilities. The budget proposal meets the contractual obligations of the district, capitalizes on declining enrollment where possible, and eliminates pay to play. "Of 171 towns and regional districts in Connecticut, New Milford ranks 151 in per pupil spending", says Dr. Tracy. "The New Milford Public Schools represent a solid economic value to the town, providing a fine program with an efficient base."

Over the course of several nights, the Board heard detailed presentations regarding each of our five schools, and from the departments of Instruction, Pupil Personnel/Special Education, Facilities and Technology, and General Administration. Public comment was offered each evening. Budget documents from the four evenings of deliberation can be found under the [Budget tab](#) on the district website here.

2019-2020 Board of Education Adopted Budget

What is the \$1.6 Million Increase For?

Type	Description	Amount	% of Total
Expense	Teacher Salaries	\$ 448,871	28%
Expense	All Other Salaries	\$ 275,171	17%
Expense	Benefits	\$ 250,494	15%
Expense	Bus Transportation	\$ 113,000	7%
Expense	Sy Ed Transportation	\$ 100,000	6%
Expense	Tenure Savings Reduction	\$ 100,000	6%
Expense	Five Year Capital Expense	\$ 0	0%
Expense	Utilities	\$ 30,000	2%
Expense	All Other Expenses	\$ 1,044	0%
Revenue	Business Expense Cost Revenue	\$ 393,927	13%
Revenue	Eliminate Pay for Play	\$ 110,000	7%
Revenue	All Other Revenue	\$ 16,968	1%
TOTAL:		\$ 1,632,003	100%

01/31/19

2019-2020 Board of Education Adopted Budget

2019-2020 BOARD OF EDUCATION ADOPTED BUDGET OVERVIEW

MAJOR OBJECT CODE	18-19 Budget	19-20 Budget	Budget to Budget \$ Change	Budget to Budget % Change
SALARY	37,559,322	38,382,352	824,030	2.19%
BENEFITS	11,077,452	11,327,846	250,494	2.26%
PROFESSIONAL SERVICES	4,095,004	4,162,472	66,468	1.62%
PROPERTY SERVICES	877,562	1,006,507	128,945	14.69%
OTHER SERVICES	7,665,654	7,639,210	-27,444	-0.36%
SUPPLIES	2,642,956	2,746,569	143,613	5.43%
5 YEAR CAPITAL PLAN	322,500	0	-322,500	-100.00%
CAPITAL OTHER	142,044	181,735	38,791	27.14%
DUES & FEES	89,180	89,431	251	0.28%
EXPENSE	64,536,514	65,538,222	998,708	1.55%
REVENUE	-1,525,928	-492,633	633,295	-41.50%
TOTAL	63,010,586	64,642,589	1,632,003	2.59%

01/31/19

On January 31, 2019 the BOE deliberated at length before adopting the final 2019-20 budget. The Superintendent's proposal was decreased by \$422,707. The cuts included decreases to workers' compensation and property liability insurance line items based on updated numbers, the elimination of an assistant principal position at Sarah Noble Intermediate School, the elimination of the proposed Director of Curriculum and K-2 head teacher positions, the elimination of all capital from the budget, the elimination of requested field and arena cameras at the high school, and a decrease to the high school athletic supply line.

Board of Education Chairperson David Lawson says "This is a compromise budget that maintains quality education throughout the district." The BOE Approved Budget now goes before the Town Council and Board of Finance for review and approval before being voted on at referendum.



New Milford Public Schools

50 East Street
New Milford, CT 06776
860-355-8406

Dr. Stephen Tracy
Interim Superintendent

Ms. Alisha DiCorpo
Assistant Superintendent

Ms. Ellamae Baldelli
Human Resources Director

Mr. Kevin Munrett
Facilities Director

Mr. Anthony Giovannone
Fiscal Services & Operations
Director

Mrs. Laura Olson
Pupil Personnel &
Special Services Director

Mrs. Sandra Sullivan
Food Services Director

Board of Education

Mr. David A. Lawson
Chairperson

Mrs. Tammy McInerney
Vice Chairperson

Mrs. Angela C. Chastain
Secretary

Mrs. Eileen P. Monaghan
Assistant Secretary

Mr. Bill Dahl

Mr. Joseph Failla

Mrs. Wendy Faulenbach

Mr. Brian McCauley

Mr. J.T. Schemm

National Bird Feeding Month



National Bird Feeding Month dates back to February 23, 1994.

On this date, a congressional proclamation was issued by Congressman John Porter (R-IL), as he read a resolution into the Congressional Record.*

Here are a couple key statements from that reading:

"Mr. Speaker, I would like to recognize February, one of the most difficult months in the United States for wild birds, as National Bird Feeding Month. During this month, individuals are encouraged to provide food, water, and shelter to help wild birds survive. This assistance benefits the environment by supplementing wild bird's natural diet of weed seeds and insects. Currently, one third of the U.S. adult population feeds wild birds in their backyards."

Congressman Porter went on to say: "In addition, Mr. Speaker, backyard bird feeding is an entertaining, educational, and inexpensive pastime enjoyed by children and adults."

This month, bird lovers were also invited to participate in the Great Backyard Bird Count (GBBC), held February 15-18. Participants are asked to count birds for as little as 15 minutes (or as long as they wish) on one or more days of the four-day event and report their sightings online at birdcount.org. According to the Audubon website, each checklist submitted during the GBBC helps researchers at the [Cornell Lab of Ornithology](http://www.cornell.edu/ornithology) and the [National Audubon Society](http://www.audubon.org) learn more about how birds are doing, and how to protect them and the environment we share. Last year, more than 160,000 participants submitted their bird observations online, creating the largest instantaneous snapshot of global bird populations ever recorded. [Click here to see current world stats.](#)

Interested in becoming a bird watcher or feeder?

[Online Bird Guide](#)

[Tricky Bird IDs](#)

[Birding Apps](#)

[Bird Seed Feeding Chart](#)

*Information copied from <http://www.holidayinsights.com/moreholidays/February/national-bird-feeding-month.htm>

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.

February