

GUIDING PRINCIPLES AND FIVE YEAR GOALS FOR THE BOARD OF EDUCATION AND THE EXECUTIVE STAFF: 2007-2012

MISSION STATEMENT

Our mission is to develop in all children the knowledge, skills, attitudes and values which will enable them to live a productive and self-fulfilling life and engage in responsible citizenship in an ever-changing global society.

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Ensure that all Board Members and the Executive Staff are committed to promoting the mission of the Danbury Board of Education in service to our students. To this end, we will move over the next five years with unity of purpose toward ensuring that our students reflect the top 25% of students in Connecticut with regard to school readiness, state assessments, the percent of students completing high school and pursuing post secondary opportunities, the percent of students earning college credit on AP exams and the district's ability to meet the emotional, social and physical wellness needs of our children.

Ensure effective teamwork exists and resides between the Board of Education, Superintendent and senior management in order to achieve the mission and goals of the Board of Education and that the focus of the Board is service as a policy making body.

Ensure that all schools reflect district-wide alignment and promote the same philosophy and approach to education in order to increase consistency of student experiences and to reduce fragmentation.

FIVE-YEAR GOALS

- 1. Ensure that all schools and departments enhance their focus on literacy, numeracy, data analysis, differentiated instruction and the affective needs of students for the next three - five year period**
- 2. Increase efforts to ensure that the wellness needs of students and staff are met**
- 3. Ensure that all necessary resources are provided to achieve our mission**
- 4. Ensure a safe environment for all students and staff and increase communication with the community**
- 5. Increase the representation of minority adults within our staff to more closely reflect our student population**

Objective #1

Providing leadership to the Danbury Public Schools, which over time will improve all aspects of teaching and learning and instructional leadership through the implementation of a district-wide improvement plan that is aligned to the Board’s Five-Goals. The plan includes the following tasks and activities, which will result in an upward trend in student achievement during the 2007 – 2012 time period.

Tasks

Continue the examination of the use of time throughout the district including school-based scheduling, professional development schedules and faculty planning time.

Enhance efforts to close or reduce identified achievement gaps.

Continue the implementation of the highly focused administrative professional development program with an emphasis on increasing the instructional leadership skills of all administrators.

Increase program alignment between the two middle schools to ensure equal educational opportunities for students

Continued increased monitoring and support for all schools identified as not achieving “Adequate Yearly Progress” or being identified as achieving “Safe Harbor” status.

Conduct a program audit of the Reach Program and provide recommendations for improvement.

Explore a variety of options for enhancing instructional time and improving instructional programming including the School Within a School model, a STEM Academy and a Freshman School.

Improve early childhood educational experiences by partnering with regional early childhood education agencies and with the CT State Department of Education to provide leadership to readiness activities throughout Danbury

Implement a process for increasing communication between all schools and central administration in order to enhance mutual awareness of school, district and program needs and to promote collaborative problem-solving

Provide increased support, resources and instructional/leadership monitoring for Roberts Avenue School given its status as a Title I School in Need of Improvement and continue all supportive actions for Morris Street School.

Address the recommendations made in the UCLA School Management Program audit regarding the Bilingual/ESL services delivery model for English language learners to enhance services to students.

Objective #2

Enhance public awareness of the district’s mission and accomplishments of the school system through on-going public information programs which educate the public via print, video and other communication materials by increasing the amount of educational information being made available to the public.

Tasks

Increase public awareness of the Board of Education’s activities and of the district’s student and staff accomplishments.

Increase communication with parents/guardians in order to deepen their knowledge of the district and to solicit their engagement in essential improvement efforts.

Develop and implement links to/with community education partners.

Objective #3

Support the attainment of the district's mission by enhancing the effective management of the budget, human resources and facilities through improved communication with union, city and state official and, exploring new opportunities for achieving economies of scale.

Tasks

Management of the Budget

Collaborate with the personnel office to conduct staffing audits to assure optimal budget projections. Forecast future staff and program costs.

Create a responsive Sites and Facilities Plan for repairs and work order progress through effective collaboration with the City of Danbury Department of Public Works.

Collaborate with the State Department of Education on alternative magnet school models

Explore funding opportunities to supplement the City's BOE appropriation to better enhance the delivery of service to students.

Achieve cost savings through competitive bidding; continue negotiations, economies of scale and consortium purchasing, and health care benefit analysis.

Successfully bid both the food services and transportation contracts for year 2008-2009.

Address technology long-term system needs via a sound funding plan beginning with FY 08-09 budget.

Achieve better utilization of our buildings' space and less reliance on external rentals.

Human Resources

Develop, implement and track the success of diversity recruitment strategies.

Perform on-going assessment of non-teaching census changes and implement productivity improvements.

Continue to work with community and staff representation, to address the issue of diversification of the district's work force and implement recruitment and retention plans to assist in the retention of under-represented staff.

Investigate a Danbury Teacher Recruitment Fair

Facilities

Team with the City's Department of Public Works to better address the maintenance, cleanliness and the structural improvements of our buildings.

Address the recommendations made by the School Safety, Violence Prevention and Emergency Preparedness Taskforce

Assist with the implementation of the Building Sub-Committee's top priorities which have been identified (full day Kindergarten, STEM and Freshman School).