

**DANBURY BOARD OF EDUCATION
WORKSHOP MEETING MINUTES
APRIL 24, 2019**

Present: Rachel Chaleski, Kate Conetta, Gladys Cooper, Patrick Johnston, Frederick Karrat,
Emanuela Palmares, Amy Spallino, Richard Jannelli, Joseph Britton, David Metrena

Absent: Ralph Pietrafesa

Also Present: Dr. Pascarella, Joe Martino, Kelly Truchsess, Kevin Walston, Kara Casimiro,
Anne Mead, Judy Coco

Mr. Johnston called the meeting to order at 5:30 p.m. and turned the meeting over to Kevin Walston. Mr. Walston presented the Danbury Public Schools Strategic Plan 2019-2024 (attached) showing our strategic direction, vision and mission.

Gladys Cooper moved, seconded by Fred Karrat, to adjourn the April 24, 2019 Board Workshop. The motion passed and the meeting adjourned at 6:55 p.m.

Gladys Cooper, Secretary

Exhibit # 19-65

Danbury Public Schools

Strategic Plan

2019-2024





OUR STRATEGIC DIRECTION TIMELINE

Data Synthesis

- Synthesized information from the Strategic Planning Session to identify themes and patterns that emerged across the various sub topics.
- Planned work sessions to develop Guiding Principles for the District Vision, Mission, Portrait of a Graduate Characteristics and Equity Statement.
- Reviewed MAEC equity feedback to help us identify our blind spots relative to equity, deployment of resources, and prioritizing of action steps.
- Incorporated feedback collected from Strategic Planning Session and MAEC report to inform first draft of Guiding Principles, Vision, Mission, Portrait of a Graduate Characteristics and Equity Statement.

Feedback

- Met with TDEC to affirm the first draft of the Vision and Mission by using the criteria for effective mission and vision statement.
- Admin Council reviewed first draft of Guiding Principles, Vision, Mission and Equity Statement.
- Engaged School & Community Stakeholder groups for feedback on first draft of Guiding Principles, Vision, Mission and Equity Statement.

Adopting Strategic Direction

- Communicate Strategic Plan to the community and get affirmation from the Board of Education as to the general direction, authorizing Action Planning Teams to develop concrete, specific action plans for each goal.

Develop Plan

- Committee of stakeholders develop a Strategic Planning document stating our Guiding Principles, Vision, Mission, Portrait of a Graduate, and Equity Statement that will drive our district for the next 5 years. This will include the objectives for students' performance and the strategies that adults are committed to in order to support students in reaching these objectives.

PORTRAIT OF A GRADUATE



CRITICAL THINKERS



GLOBAL STEWARDS



**PURPOSEFUL
COMMUNICATORS**



**PERSISTENT
INNOVATORS**



FOREVER LEARNERS



EMPATHETIC CITIZENS



OUR VISION, MISSION & VALUES

VISION Danbury Public Schools aspires to advance ALL learners to their highest potential.

MISSION Danbury Public Schools, in partnership with families and the community, provides transformational learning experiences, designed to nurture thoughtful and prepared graduates.

EQUITY STATEMENT Danbury Public Schools believes that all students can learn and be successful with quality teaching and individualized resources. We are committed to improving educational outcomes for all children by fostering such a learning environment. We are responsible for ensuring equity in our practices and policies and creating safe, respectful, and welcoming environments. Educational Equity in Danbury means that students experience joy in learning and can see themselves reflected in the content and context of their learning, as well as the educators who serve them. Our actions, the intentional and thoughtful removal of barriers and biases and the development of policies and practices that lead to successful outcomes, are driven by inclusion and a reputation for excellent education in Danbury Public Schools.

GUIDING PRINCIPLES We are committed to ensuring ALL students are at the center of every action and decision by developing systems of support that focus on five critical components:

- Provide equitable learning environments and culturally relevant curricular experiences, by working relentlessly to provide the opportunities and professional resources needed to help students reach unbounded success.
- Recruit, employ, and retain a culturally competent workforce that reflects the full diversity of our students.
- Promote a welcoming and nurturing school culture focused on developing meaningful relationships, high academic expectations and partnerships with students, families, teachers, staff, and the community.
- Develop effective leaders and teachers through relevant, job-embedded professional learning and ongoing support of continuous improvement for all educators.
- Ensure coherence and equity regarding the staffing, resource allocation, and operational funding of district, school and program improvement, that meets the needs of our school community.



SIX THEMES OF OUR DISTRICT VISION

These six themes represent the shared values and aspirations that will guide how our school district develops and grows.



SIX THEMES OF OUR DISTRICT VISION

We will recruit and employ a culturally competent workforce that reflects the full diversity of our students.

We will develop and enhance the pedagogical skills of our teachers, through a lens of cultural competency to reach the needs of our diverse learners.

We will promote a welcoming and nurturing safe school culture for students and staff.

We will provide equitable learning environments and culturally relevant curricular experiences, by working relentlessly to provide the opportunities and resources needed to help students reach unbounded success.

We will define priorities and actions through meaningful collaboration with families, students, teachers, staff, board members, and the community.

We will establish structures to ensure that resources are allocated to support the district's mission and vision.



COHERENCE

We will establish Key Performance Indicators and review data on a regular basis to monitor compliance with our plan.

