

**Windham School Board Goals
2019-2020**

Professional Practice

***Provide the district with consistent, high quality and effective educators at all levels, with a yearly turnover rate (2020-2023) of less than 10% annually.**

Actions:

- 1) Support initiatives to improve school culture and provide incentives for retention.
 - a) Timeline: Ongoing (utilizing tools such as surveys, communication, and bargaining agreement)
- 2) Support building Administration's strategies to hire and retain good quality teachers and support staff.
 - a) Timeline: Ongoing evaluation of all turnover rates yearly July 31st.
- 3) Offer multi-year contracts to Administrators that have been with the district for more than 1 year to provide stability and security.
 - a) Timeline: Ongoing

Benchmarks:

- 1) Develop strategies, forthcoming from evaluation of Panorama survey results to improve the working environment for all staff.
- 2) Yearly turnover rates <10% for teachers and support staff from 2020 to 2023 confirmed by compiled turnover data.
- 3) Minimal yearly turnover rates <10% for Administrators from 2020 to 2023, confirmed by compiled turnover data.

District Improvement

*** Improve and foster a culture of collaboration and overall effectiveness of communication between the School Board, the Superintendent, and the community over the next 2-3 years to foster a philosophy of shared involvement in quality education.**

Actions:

- 1) Continue to foster a collaborative atmosphere with all stakeholders by encouraging open and honest communication, partnership, mutual respect and values.
 - a) Timeline: Ongoing and evaluate yearly by September 30th.
- 2) Continue to endorse and expand the implementation of a media campaign to publicly share positive strides in the governance of our school district.
 - a) Timeline: Ongoing and evaluate yearly by June 30th.
- 3) Develop and support a Strategic Communications Advisory Committee to work with communication liaison to assist in developing communication strategies designed to improve and integrate effective and timely communication at all levels; to create individual communication plans for any major initiatives or changes in district programs or practices; to assist in the development of a new district website.
 - a) Timeline: Ongoing and evaluate yearly by September 30th.
- 4) Support Panorama Teacher and Staff survey to gather information for shared analysis and focused improvement and repeat as necessary.

Windham School Board Goals 2019-2020

- a) Timeline: Complete survey by June 30, 2019 / Complete analysis by Fall 2019.
- 5) Endorse and participate in the improvement of the school district website utilizing Website Redesign Committee to accomplish this.
- 6) Promote active review, revision and development of school board policy. This may include adoptions, amendments, consolidation, suspension of policies as needed with communication to public regularly.
 - a) Timeline: Evaluate yearly by May 31, 2019 with goals presented to the Board by June 30, 2019.

Benchmarks:

- 1) Consistent feedback from community via public input, survey results, and various councils that is positive and supportive.
- 2) Well established media campaign and social media platform tied to our district website.
- 3) Establishment of SCAC that is functional, making positive progress toward effective district communication and providing feedback from community. The successful development of a new district website.
- 4) Measurable feedback from 1st Panorama survey June 2019, 2nd survey June 2020.
- 5) New and fully functional website in place by June 2020.
- 6) Review and revise 4 policies per month prioritizing mandatory policies and policies that have not been reviewed or revised for over 10 years and communicate progress to public at each board meeting.

Student Learning

*** Increase the percentage of first grade students reading at grade level from 47% to 80% by June 2022.**

Actions:

- 1) Institute and support the implementation of All-day Kindergarten
 - a) Timeline: Start September 2019.
- 2) Approve and support new MTSS district-wide plan, accept MTSS handbook, offer professional development for all stakeholders, and support any increased need for reading specialist support.
 - a) Timeline: Complete by September 2019.
- 3) Evaluate annual increases/decreases of first grade reading levels using Ames-Webb and Fontas-Pinelle Assessments for 2020, 21, 22.
 - a) Timeline: July 31st, yearly.

Benchmarks:

- 1) Successful first year of All-day Kindergarten, with feedback from Administrators via Board presentation by July 2020.
- 2) MTSS committee remains intact and functional, MTSS handbook approved, professional development regarding MTSS offered to staff, adequate reading specialist support.
- 3) Progressive increase in first grade students reading at grade level according to results from 2020, 21, 22 assessments with 80% accomplished by 2022.

Windham School Board Goals 2019-2020

*** Support initiatives that increases focus on student social and emotional well-being and endorses initiatives that reduce student high-risk behaviors by a minimum of 5% (from 2017 YRBS results) by September 2021.**

Actions:

- 1) Utilize professional learning communities to focus on student social and emotional well-being with a clear plan to incorporate supportive initiatives.
 - a) Timeline: Review by June 2021 and ongoing.
- 2) Endorse the expansion of high-risk behavior discussions and initiatives at WCS, WMS & WHS (age appropriate).
 - a) Timeline: Review by June 2021 and ongoing.
- 3) Continue to provide support and resources to address social and emotional well-being of our student population with parent and student seminars, courses, classes, assemblies.
 - a) Timeline: Review by June 2021 and ongoing.
- 4) Support a more robust K-12 Wellness curriculum.
 - a) Timeline: Ongoing
- 5) Continue to support the biannual Youth High-Risk Survey (YRBS) at WHS.
 - a) Timeline: Review and analysis of 2019 YRBS results by September 30, 2019.
 - b) Repeat survey every 2 years, next in April 2021.
- 6) Endorse a separate culture survey being initiated through the WHS principal's council to gather more helpful information on how these students view the culture of their school with a plan to expand to grades 7-12.
 - a) Timeline: Complete and administered by September 2020 with addition of grades 7 and 8 completed by September 2021.
- 7) Continue to support the implementation of MTSS (Multi-Tiered System of Support) across all schools for high achievement of all students.
 - a) Timeline: Ongoing and evaluate yearly by June 30th.
- 8) Support the train the trainer program, sponsored by the Department of Mental Health, initiated districtwide to promote mental health awareness, with the goal to have every teacher go through the training program.
 - a) Timeline: Complete by June 2020.

Benchmarks:

- 1) Social and emotional initiatives developed within PLCs by September 2021.
- 2) Social and emotional initiatives instituted within Advisory by September 2021.
- 3) Schedule and reschedule more anxiety, vaping, drug use seminars for school year 2019-20. Explore the idea of a Suspension Monitor at WHS to provide in house support to students unable to complete home suspensions.
- 4) Expansion of Grade 5-8 wellness curriculum to include up-to-date high-risk behavior instruction, including tobacco and nicotine health risks, preventative measures, and refusal skills, and other information appropriate for each grade level.
- 5) Results of YRBS demonstrating a significant reduction of high-risk behavior in students (goal minimum of 5% reduction across mentioned categories).

**Windham School Board Goals
2019-2020**

- 6) Board approval of WHS culture survey to be completed every 2 years, beginning in September 2019. Development and Board approval of addition of grades 7 and 8 to culture survey by September 2020.
- 7) Board approval of MTSS district-wide plan and MTSS handbook.
- 8) Every teacher completing the mental health awareness program and annual professional development opportunities, incorporating the knowledge into their teaching methods.

*** Provide appropriate and adequate support for students with disabilities that will improve student and parental satisfaction, demonstrated by feedback of stakeholders by June 2023.**

Actions:

- 1) Arrange a second special education workshop to follow up with compliance, to report out on numbers, to review new practices put in place, etc.
 - a) Timeline: Complete by June 2019.
- 2) Follow up with Executive Director of Student Services and Superintendent regarding summer Extended School Year (ESY) program to ensure it operates smoothly with minimal disruptions and no major issues.
 - a) Timeline: Sept 2019.
- 3) Follow up with Administration regarding the implementation of a path for parents, students and staff to provide feedback on special education compliance and define an organizational flow chart for Special Education. Continue to support SSAC (SEPAC), with SB liaison attending monthly meetings.
 - a) Timeline: Complete by September 2020 and ongoing.
- 4) Follow up with Dr. Kerble's and Administrators on staff success with public presentation to School Board. Faculty follow up and input via brief survey.
 - a) Timeline: Follow up presentation and survey completed by June 2020 and ongoing.
- 5) Continue general and special education consulting plans with Dr. Kerble to ensure student success as they travel through the school system.
 - a) Timeline: Complete by June 2020.
- 6) Support the expansion of executive functioning strategies and associated curriculum within all schools, K-12, starting with WMS.
 - a) Timeline: Complete WMS component by June 30, 2020

Benchmarks:

- 1) Successful completion of second Special Education workshop for SB and public.
- 2) ESY programs operating smoothly with minimal disruptions summer 2019, 20, 21.
- 3) Ongoing SSAC meetings and quarterly Board updates on progress.
- 4) Completion of Dr. Kerble's second presentation to the Board and administration and review of faculty survey and parent feedback from SSAC.
- 5) Completion of and Board approval of organizational flow chart for special education.
- 6) Expansion of executive functioning curriculum K-12 to WMS.