

**NEW FAIRFIELD SUPERINTENDENT and BOARD of EDUCATION
 PRIORITIES AND GOALS LEADING TO
 ACTION STEPS AT THE DISTRICT AND SCHOOL LEVELS
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 Update 9.13.19**

Priority	Action Steps	SMART Goals	Progress
<p>The district will improve student achievement for all students evidenced through multiple measures (Student Achievement). The district will focus on closing the achievement gap between regular and special education students.</p>	<ul style="list-style-type: none"> ● Conduct a self-study of our math program, K-12, in order to make strategic improvements ● Use data to impact instruction and student achievement ● Provide professional development to service providers on using evaluation/assessment data, developing specialized instruction, and assessment and progress monitoring. ● Use multiple measures to identify students with disabilities who are not meeting academic benchmarks and provide targeted instruction. ● Expand the use of evidence-based math and language arts programs across the district. 	<ul style="list-style-type: none"> ● By January 2020, complete a math self-study with a team of 20-25 NF educators and share results with the Board of Education. ● SBAC Grades 3-8: 75% of students will achieve levels 3 or 4 on SBAC math and 80% of students will achieve levels 3 or 4 on SBAC ELA ● Grades 3 - 8: The average % of target met by students in ELA and math will be 75% ● High School: School Day SAT mean achievement score will be 540 for math and 570 for EBRW ● SWD Growth: Increase the number of students with disabilities who meet or exceed goals in ELA and math by 5%. 	

	<ul style="list-style-type: none"> ● Utilize Performance Matters data analytics as a tool for data-assisted decision making 		
<p>The district will provide all students with high quality instruction and coherent and aligned curricula, resources, and assessments. The district will assess and institute best practices for technology integration into student learning.</p> <p>Julie/Lori/Karen</p> <p>LORI will use blue</p>	<ul style="list-style-type: none"> ● Develop a common curriculum template for NFHS that meets all criteria of NEASC and includes specific student-centered and inquiry learning opportunities. ● Develop rigorous, standards-based curricula and aligned common summative assessments for each department at the high school. (Multi-year) ● Develop rigorous, standards-based science curricula for grades six through eight. ● Continue to develop standards-based math curriculum for grades six through eight. ● Monitor implementation of K-8 Social Studies curricula implemented for the first time this year. ● Develop a shared definition and strategy for ensuring High Quality Instruction (HQI) in NF. 	<ul style="list-style-type: none"> ● By December of 2019, develop a common curriculum template and train all high school faculty to utilize the template. ● By June of 2020, complete 20 curricula at the high school in (3) English, (3) Social Studies, (6) World Language (2) Health and (3) Science (3) Math ● Incorporate specific instruction aligned with SAT into HS ELA and math curricula. ● By May of 2020, complete NGSS-aligned science curriculum for grades six, seven and eight. ● By June of 2020, monitor implementation of K-5 Social Studies curricula and new materials through classroom observation, teacher interview and student work. Recommend revisions as needed. ● By November 2019, the administrative team will 	

		develop a working definition and strategy for ensuring HQI in NF.	
The district will provide meaningful professional learning to faculty and staff that targets identified areas of need and supports the achievement of the district's goals/vision, student achievement, and individual professional growth.	<ul style="list-style-type: none"> ● Provide professional development to faculty focused on core academics and social-emotional learning from varied sources: outside specialists; administrators; interventionists and faculty. of New Fairfield Schools. ● Provide professional time for strategies in HQI 	<p>By June of 2020, provide professional development as follows:</p> <ul style="list-style-type: none"> ● To all K - 5 classroom teachers and reading interventionists - PD focused small group literacy instruction through the Reader's Workshop model. ● To K-8 teachers - PD focused on the writing and conferring process used in Writer's Workshop model. ● To K-2 classroom teachers - PD focused on the Foundations phonics program. ● To all high school teachers - PD focused on using a curriculum template that meets all criteria of NEASC, serves as a meaningful guide to teachers. ● To all teachers in grades 3 -5 - PD focused on Responsive Classroom (SEL) ● To all teachers in grades 6-8 - PD focused on Restorative Justice (SEL). 	
The district will support the development of social	<ul style="list-style-type: none"> ● Form and conduct a district- wide SEL 	<ul style="list-style-type: none"> ● By June 2020, hold five meetings with the full SEL 	

<p>emotional learning (SEL) by equipping all students with strategies to build self-regulation and self-awareness.</p>	<p>committee to guide the development and implementation of SEL instruction Pre K -12.</p> <ul style="list-style-type: none"> ● Develop a scope and sequence with select vocabulary for Pre K-12 and select materials for use at each level. ● Create lessons for grades K-8 based on scope and sequence/materials. FOCUS on bridge lessons for grades 3 and 6. 	<p>committee and three with small groups to develop a scope and sequence for SEL instruction in the district and select materials.</p> <ul style="list-style-type: none"> ● By June of 2020, write and implement 10 specific SEL lessons for K-2 and 5 for 3-5 based on CASEL categories and the <i>Social Thinking</i> program. ● Implement 10 specific SEL lessons for 6-8 based on <i>Second Step</i> program. ● Incorporate SEL lessons into the newly designed health curricula for grades 9 -12. 	
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<p>The district will create a positive school, district, and town culture based on authentic school-home partnerships, ongoing communication, and family and community engagement opportunities.</p> <p>The district will develop a Communications/Marketing plan to promote the New Fairfield School District to inform community members and the general public about our great schools, student success, and community.</p>	<ul style="list-style-type: none"> ● Create a district-wide communication plan for streamlined and effective school-home messaging (SchoolMessenger, newsletters, website, social media) ● Revamp the website to be modern and effective and to comply with website accessibility standards 	<ul style="list-style-type: none"> ● By June 2020, a communication plan will be finalized ● By June 2020 a project plan will be in place which includes a development timeline and platform for a new web site 	
<p>The district will focus on building relationships and promoting positive school culture as we coordinate structures, systems, procedures, and roles to be more efficient and effective across buildings and offices. The district will research and review school start times in New Fairfield Public Schools.</p>	<ul style="list-style-type: none"> ● Foster positive relationships by meeting regularly with the town leaders. ● Ensure parent/student representation on all applicable committees. ● Ensure transparency among teachers and administrators. ● Create opportunities for open lines of communication between parents and school. ● To build a strong leadership team including 	<ul style="list-style-type: none"> ● (School start time committee will meet if necessary. Calendar of meetings will be determined after the Oct. 5 referendum.) 	

	<p>Administrators, Instructional Leaders, and Coordinators focused on continuous improvement.</p> <ul style="list-style-type: none"> ● Update and review roles and responsibilities of all staff members 		
<p>The district will provide and maintain a safe environment and will work in conjunction with the town to review the needs and planning for school facilities, including planning for the building of two new schools</p>	<ul style="list-style-type: none"> ● Upon approved referendum, the district will collaborate with town leaders and the PBC to engage in the first stages of design development for NFHS and Consolidated/MHHS. ● The district will develop an updated capital improvement plan focused on needs in the next 5-10 years. ● The district will collaborate with Altaris and the School Safety and Security Committee to implement and train staff on a revised emergency operations plan. ● The district will implement a security operations center in collaboration with town first responders. 	<ul style="list-style-type: none"> ● Upon approved referendum, the district will support the PBC in hiring an architect firm and owner’s representative to support the design of NFHS and Consolidated/MHHS. ● By January 2020, the district will develop an updated capital improvement plan to be used during budget development. ● By January 2020, the district will train all emergency response teams and all staff on revised emergency procedures. ● By June 2020, the district will facilitate tabletop exercises with staff and emergency response teams across the district. ● By January 2020, the security operations center will be fully operational, including new communications network across all school campuses. 	
<p>The district will present a budget for the 2020-2021</p>	<ul style="list-style-type: none"> ● The district will continue to increase transparency and 	<ul style="list-style-type: none"> ● Throughout the budget process, members of the BOS 	

<p>school year that continues to allow New Fairfield School District to conduct business and use resources in an effective and responsible manner.</p>	<p>participation in the budget development process by all stakeholders.</p> <ul style="list-style-type: none"> ● The district will implement a new cloud-based financial management system (eFinancePlus) and facility management system (SchoolDude). ● The district will implement an updated capital improvement plan that seeks to mitigate spikes in capital spending. 	<p>and BOF will be invited to review the budget and ask questions.</p> <ul style="list-style-type: none"> ● By January 2020 and June 2020, the district will implement SchoolDude and eFinancePlus, respectively. ● By January 2020, the district will utilize the updated capital plan in planning for its FY21 budget. 	
<p>The Superintendent will work with the Board of Education to continue efforts as we become a more professional, healthy organization</p>	<ul style="list-style-type: none"> ● Attend CABA conference to develop leadership skills and a positive working relationships ● Plan 2-3 Board retreats to review Board of Education roles and responsibilities and continue work to develop a trusting relationship. ● Send Friday updates to Board members of important happenings in the school district. (weeks with no Board meetings) ● Encourage members to 		

	assume positive intent and maintain professionalism.		
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