

**BOARD OF EDUCATION
NEWINGTON PUBLIC SCHOOLS
NEWINGTON, CT 06111**

Newington Town Hall
Helen W. Nelson Meeting Room
Wednesday, September 11, 2019
7:00 p.m.

AGENDA

- A. Call to Order
Pledge of Allegiance
- B. Presentation of Awards/Proclamations
- C. Public Participation on Any Matter Related to Board Responsibilities
(In Person/Via Telephone: 860-665-8736)
- D. Standing Committee Information Item
 - 1. Report – Finance Committee
 - 2. Report - Facilities Committee (August 19, 2019)
 - 3. Report – Student Policy Committee
 - 4. Report – Curriculum Committee
 - 5. Report – Executive Committee
 - 6. Report – Student Representatives
- E. Other Business Information Item
 - 1. Report – School Opening 2019
 - 2. Report – Gifts to Schools 2018-2019
 - 3. Report – Social Workers at Elementary Level
 - 4. Discussion – Future Agenda Items 2019-2020
 - 5. Discussion – PTA/PTO/PAC Representation 2019-2020
 - 6. Discussion – NHS Request for March Conference Date Change
 - 7. Discussion – Establishment of Firm Graduation Date
 - 8. Discussion – Budget 2020-2021 Guidelines
- F. Communications from Board Members Serving as a Liaison to Agencies/Committees
- G. Public Participation on Any Matter Related to Board Responsibilities
(In Person/Via Telephone: 860-665-8736)
- H. Remarks by Board Members
- I. Adjournment

BOARD OF EDUCATION
FACILITIES COMMITTEE MEETING
MINUTES
August 19, 2019

SEP 11 2019

D 2

I. Call to Order

Committee Chairperson Mrs. Cindy Stamm called the meeting of the Facilities Committee of the Newington Board of Education to order at 6:06 p.m.

II. Roll Call

Board of Education Committee members present at the meeting were Mrs. Cindy Stamm, Committee Chairperson, Mrs. Emily Guion, and Mr. Robert Tofeldt.

Other Board Members Present: Mr. Steven Silvia

Administrators present at the meeting were Dr. Maureen Brummett, Mr. Lou Jachimowicz, Mr. Dick Vida

Mrs. Emily Guion left the meeting at 7:55 p.m.

III. Public Participation

None

IV. Old Business

None

V. New Business

A report was provided to the committee on major summer work projects throughout the district by Lou Jachimowicz.

An update was provided on the progress of the Town Hall Renovation Project by Lou Jachimowicz and Maureen Brummett.

A report was provided regarding Custodial/Maintenance Services in the school district by Lou Jachimowicz and Dick Vida.

A request was made to meet in October for CIP, status of summer projects and status of the Town Hall Project.

VI. Public Participation

None

VII. Adjournment

Bob Tofeldt moved to adjourn the meeting.

Cindy Stamm seconded the motion.

Motion passes unanimously

The meeting was adjourned at 8:03 p.m.

DATE: September 6, 2019

TO: Members of the Board of Education

FROM: Dr. Maureen L. Brummett, Superintendent of Schools

SUBJECT: **2019-2020 FIRST DAY OF SCHOOL MESSAGE**

SEP 11 2019

EL

We had a tremendously successful school opening. The students were very excited to be back. I had an opportunity to visit each school to observe students “settling” into the classroom routine very quickly. The schools were all in great shape and staff offered all our students a very warm welcome.

The Transportation Department ran very smoothly on the first day as thousands of students were transported to the different schools. Kindergarten to high school students exited the busses with smiles and excitement. Great day for all!

The convocation on Monday provided the opportunity to recognize the contributions of our staff. Mr. Shulman provided staff with warm and welcoming remarks. Mr. Foresi and Mrs. Crouse presented the service awards to each of the employees who have completed 5, 15 or 25 years of service to the district. Our administrative team performed our own “Newington Schools Will Rock You” which got everyone excited for the upcoming year. Immediately after the convocation, all staff met with their building principals to discuss building priorities for the new year. Later in the day, teachers were in their classrooms attending to last minute details or involved in special meetings to learn about student needs prior to the first day.

Tuesday, August 27, 2019 was a Professional Development day for all certified staff. Professional learning focused on improving teaching and learning for all students with topics such as social emotional learning and math scope and sequence discussion.

The first Board of Education Meeting will be held on **Wednesday, September 11, 2019 at 7:00 p.m.** in the Helen Nelson Meeting Room. Any agenda items requested by Board members for future consideration should be addressed to the Chair at the first meeting.

We will be providing a detailed report to the Board of Education on the school opening enrollment data on September 25, 2019. The following enrollment information will provide an overview enrollment on the first day in different schools. Enrollment data will change over the first week as we adjust for new incoming students. The enrollment information follows.

	EG (K-4)	AR (K-4)	JP (K-4)	RC (K-4)	Elem Total	MK (5-8)	JW (5-8)	Middle Total	HS (9-12)	Pre- School	TOTAL
Projected	272	393	335	316	1,316	641	661	1,302	1,314	47	3,979
Actual	277	381	356	321	1,335	621	658	1,279	1,301	62	3,977
Difference	+5	-12	+21	+5	+19	-20	-3	-23	-13	+15	-2

We have 5 students who are still in the registration process. Each year we attempt to get parents to register prior to the start of school rather than waiting for the last minute. Magnet school enrollment will not be known until October 1st. The last projection was 172 students. As of today, there are 55 outplaced students. NPS outplaced 32 students, DCF or Court placed 3 students, and parents outplaced 20 special education students in magnet schools. As you have seen, this number is very fluid and changes almost daily. Today's total enrollment is 4,204 students.

I look forward to sharing more information about the school opening and priorities for the new school year at the September Board of Education meeting. Please feel free to contact this office directly with any questions you may have on the school opening or other areas of interest.

MLB:skp

cc: All Administrators

SEP 11 2019

E 2

DATE: September 6, 2019
 TO: Members of the Board of Education
 FROM: Dr. Maureen L. Brummett, Superintendent of Schools
 SUBJECT: **GIFTS UNDER \$500 DONATED DURING 2018-2019 SCHOOL YEAR**

MB

SCHOOL	GIFT	GROUP/ ORGANIZATION	VALUE
High School	Donation	Auxiliary Group	\$150.00
	2 Decommissioned Laptops	Kelser Corporation	\$100.00
	Donation towards End of Year Festivities for Transition Academy	King Family	\$100.00
		TOTAL	\$350.00
Martin Kellogg	Pumpkins	PAC	\$60.00
	Read Across America	PAC	\$301.06
	Battle of the Books Prizes	PAC	\$265.00
	Teacher Day Treats	PAC	\$72.35
	Teacher Appreciation Lunch	PAC	\$420.00
	8 th Grade Cake	PAC	\$200.00
	8 th Grade Celebration	PAC	\$63.67
	Items for PAW Shop (School Store)	PAC	\$339.61
		TOTAL	\$1,721.69
John Wallace	Supplies for School Nurses' Office	PAC	\$100.00
	Classroom Reading Library	PAC	\$120.00
	Battle of the Books Prizes	PAC	\$499.00
	Supplies/Games for Grade 5 Recess	PAC	\$157.50
	Stress Balls for School Counseling	PAC	\$55.00
	Internet Safety Parent Program Speaker	PAC	\$200.00
	Grade 8 Celebration Entertainment	PAC	\$200.00
		TOTAL	\$1,331.50
Ruth Chaffee	1 st Grade Puppets	PTA	\$73.14
	Staff Welcome Back Luncheon	PTA	\$324.46
	Special Friends/Grandparents Snacks	PTA	\$418.08
	Field Day Popsicle	PTA	\$73.50
		TOTAL	\$889.18
Anna Reynolds	Kindergarten Playdate (Books/Gifts)	PTO	\$150.00
	Science Enrichment	PTO	\$400.00
	Science Enrichment	PTO	\$400.00
	Popsicles (Field Day)	Stop & Shop	(Est. cost) \$60.00
	Food for Literacy Night	Stop & Shop	(Est. cost) \$100.00
	Science Enrichment	PTO	\$200.00
	Barnes & Noble Gift Cards	Barnes & Noble	\$100.00
Science Enrichment	PTO	\$200.00	
	TOTAL	\$1,610.00	

John Paterson	Ice Cream Treats	PTO	\$31.84
	DJ for End of Year Picnic	PTO	\$200.00
	Raffle Baskets	PTO	\$55.00
	Teacher Appreciation Messages	PTO	\$250.00
	Teacher Appreciation Lunch	PTO	\$250.00
	Teacher Appreciation Breakfast	PTO	\$250.00
	Nurse Appreciation	PTO	\$58.77
	Kindergarten Rocks Books	PTO	\$479.20
	JP School Dance	PTO	\$425.23
	Kindergarten Turkey Visit	PTO	\$261.00
	Bus Driver & Café Appreciation	PTO	\$202.00
	Ice Cream Social	PTO	\$480.00
	Water	PTO	\$306.12
	Staff Back to School Lunch	PTO	\$500.00
	4 th Grade Picnic DJ	PTO	\$200.00
	4 th Grade Pizza	PTO	\$285.00
	4 th Grade Froyo	PTO	\$212.70
	Custodian Appreciation	PTO	\$160.00
		TOTAL	\$4,606.86
Elizabeth Green	Volunteer Plaque	PTO	\$101.52
	Sensory Garden	PTO	\$20.20
	Cafeteria, Custodial, Secretary & Bus Drivers Appreciation Days	PTO	\$314.62
	Retirement Gift	PTO	\$500.00
	Student Council, Celebration of Learning & Special Friends' Day Receptions	PTO	\$132.57
	Ice Cream Social	PTO	\$451.00
	Teacher Appreciation Lunch	PTO	\$448.25
	Teacher Appreciation Supplies & Activities	PTO	\$454.48
	Musical Production & Flowers	PTO	\$150.00
	New Teacher Appreciation	PTO	\$115.85
		TOTAL	\$2,688.49
GRAND TOTAL			\$13,197.72

SEP 11 2019

E 3

DATE: September 11, 2019

TO: Members of the Board of Education

FROM: Dr. Maureen L. Brummett, Superintendent of Schools MB

SUBJECT: ELEMENTARY SCHOOL SOCIAL WORKERS

One significant theme that has emerged at the elementary level is the need for more social work support. As the Board is aware, all four elementary schools have half time social workers that they share with another elementary school. This creates significant challenges especially when there is a need at a school and it isn't their day to have the social worker. Additionally, we have already been made aware of some newly enrolled students (some via Open Choice) that will require support from the social worker on a regular basis.

In working with Marilena Gulioso, Director of Student Services, and Lou Jachimowicz, Chief Finance & Operations Officer, I have been made aware of an ongoing balance in the para budget line due to the inability to fill these positions. Marilena has also worked with her staff on reducing reliance on paras. Given this information, I have reallocated some of the money currently in the budget that was earmarked for paras and used it to hire two additional elementary social workers. This will allow each elementary school to have a full time social worker. Since these positions will also benefit our Open Choice students, Stephen Foresi has written the cost of one of these positions into the Open Choice Social and Academic grant.

There were no positions that were cut from the budget during the 2019-2020 process (with the exception of the second Library Media Specialist at NHS, which was an agreed upon reduction through attrition). Therefore, I have moved forward with the hiring of two additional elementary social work positions at the start of this school year.

MLB:skp

SEP 11 2019

E 4

DATE: September 6, 2019
 TO: Members of the Board of Education
 FROM: Dr. Maureen L. Brummett, Superintendent of Schools
 SUBJECT: **FUTURE AGENDA ITEMS 2019-2020 SCHOOL YEAR**

The following is a tentative list of Board of Education agenda items for the 2019-2020 school year.

September 11, 2019 - Agenda Items
Report – Enrollment for Opening of School
Report – Gifts to Schools
Discussion – Proposed Agenda Items 2019-2020
Discussion – Budget Guidelines for Proposed 2020-2021 Budget
Discussion – Board of Education Assignments to PTO/PTA/PAC Meetings
September 25, 2019 - Agenda Items
Action - Resolution Honoring Cafeteria Workers
Action - Resolution Honoring School Bus Drivers
Action – Resolution Honoring Custodial/Maintenance Workers
Action – Budget 2019-2020 Guidelines
October 10, 2019 (Thursday) - Agenda Items
Presentation – Resolution Honoring School Cafeteria Staff
Presentation – Resolution Honoring School Bus Drivers
Action – Health Benefits Reallocation
Report – Annual Educator Evaluation Report
Action – Capital Improvements for 2020-2021 Budget
Action – Meeting Cancellation
October 23, 2019 - Agenda Items
Teacher of the Year Reception
November 12, 2019 - Agenda Items – Organizational Meeting
Presentation – Resolution Honoring Custodial/Maintenance Workers
Action – Election of Officers a) Chairperson b) Secretary
Report – Duties/Responsibilities of Members of the Board of Education
December 11, 2019 - Agenda Items
Report – Staff Allocation 2019-2020
Action – Establish Dates for Review Superintendent's Proposed 2020-2021 Budget
January 15, 2020 - Agenda Items
Cancel Meeting – Superintendents’ Strategy Summit
January 29, 2020 - Agenda Items
Report – PLANS Proposals Review
February 5, 2020 – Agenda Items
Presentation - Superintendent's Budget for 2020-2021

February 12, 2020 - Agenda Items
Discussion – Budget 2020-2021
Action – Possible Budget Submission 2020-2021
February 26, 2020 - Agenda Items
Discussion – Budget 2020-2021
Action – Possible Budget Submission 2020-2021
March 11, 2020 - Agenda Items
Presentation – Board Appreciation
Report - Enrollment Projections 2020-2021
Report – Health Benefits Fund Performance Fiscal 2019-2020
Discussion – School Calendar 2021-2022
March 25, 2020 - Agenda Items
Discussion – Budget 2020-2021
Action - Health Benefits Fund Performance
Action – School Calendar 2021-2022 Possible Adoption
Action – Resolution Honoring School Secretaries
Action – Resolution Honoring School Teachers
Action – Resolution Honoring Tutors/Assistors
Action – Resolution Honoring School Nurses
April 8, 2020 - Agenda Items
Recognition of Mentor Teachers
Action – Adjustments to 2020-2021 Budget
April 22, 2020 - Agenda Items
Presentation – Resolution Recognizing School Secretaries
Presentation – Teachers’ Day Resolution
Presentation –Tutors/Assistors Resolution
Action - Recognition of 2020 Valedictorian and Salutatorian
Action - Final Work on 2020-2021 Budget
May 13, 2020 - Agenda Items
Presentation - School Nurses’ Day Resolution
Presentation – Textbook(s) for Approval
Discussion – Meeting Dates 2020-2021
Discussion – Use of School Building Fee Increase
Report – Employee Computer Purchase Plan
Report - Staff Development Activities Report
Report – Strategic Planning Annual Meeting
May 27, 2020 - Agenda Items
Action – Textbook(s) for Adoption for 2020-2021
Action - Establish Meeting Dates for 2020-2021 Year
Action - Permanent Art Collection Recognition
Action - Use of School Buildings Fees
Action – Healthy Food Certification
Action – Meeting Cancellation
Action – Transfer of Funds
June 10, 2020 - Agenda Items
Reception Honoring Retiring Staff Members

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E5

DATE: September 6, 2019
TO: Members of the Board of Education
FROM: Dr. Maureen L. Brummett, Superintendent of Schools
SUBJECT: **PTA/PTO/PAC MEETING ASSIGNMENTS**

MB

Attached is a copy of the PTA/PTO/PAC meeting assignments for the 2019-2020 school year. This item will be discussed at the first Board of Education meeting scheduled for September 11, 2019. Normally, meetings are held on a monthly basis, but may vary depending on the particular needs of a given school.

MLB:skp

**BOARD OF EDUCATION CALENDAR
PTA/PTO/PAC MEETING ASSIGNMENTS
2019-2020 SCHOOL YEAR**

BOARD MEMBER	<u>SEPTEMBER</u>	<u>OCTOBER</u>	<u>NOVEMBER</u>	<u>DECEMBER</u>	<u>JANUARY</u>	<u>FEBRUARY</u>	<u>MARCH</u>	<u>APRIL</u>	<u>MAY</u>	<u>JUNE</u>
JOSHUA SHULMAN <i>Chairperson</i> 15 Longview Drive	Reynolds 9/3		Green 11/4		Kellogg 1/21	Chaffee 2/3		Paterson 4/7	Wallace 5/26	
EMILY GUION <i>Vice Chairperson</i> 20 Kirkham Street	Wallace 9/10	Reynolds 10/1	Kellogg 11/19				Chaffee 3/3	Green 4/6		Paterson 6/2
SHARON BRAVERMAN <i>Secretary</i> 39 Churchill Way		Kellogg 10/15			Chaffee 1/7		Green 3/2	Wallace 4/28	Paterson 5/5	
MICHAEL BRANDA 77 Coronado Drive	Green 9/3	Chaffee 10/1	Reynolds 11/6			Paterson 2/4	Wallace 3/10		Kellogg 5/19	
DANIELLE DROZD 74 Glenview Drive	Chaffee 9/3	Paterson 10/1				Reynolds 2/4		Kellogg 4/21		Green 6/2
PAUL VESSELLA 31 Northwood Road			Chaffee 11/6		Paterson 1/7	Wallace 2/11	Reynolds 3/3		Green 5/5	
STEVEN SILVIA 45 Basswood Street	Paterson 9/3	Green 10/1			Wallace 1/7	Kellogg 2/11		Chaffee 4/7	Reynolds 5/5	
CINDY STAMM 35 Judge Lane	Kellogg 9/17		Wallace 11/5		Reynolds 1/7	Green 2/3	Paterson 3/3		Chaffee 5/5	
ROBERT TOFELDT SR. 15 Seventh Street		Wallace 10/8	Paterson 11/6		Green 1/6		Kellogg 3/10	Reynolds 4/7		Chaffee 6/2

Message to Board of Education Members:

- If you are unable to attend a meeting, please notify the school directly.
- If a meeting is canceled for any reason, the Principal will notify you directly.

PTA/PTO/PAC MEETING TIMES & LOCATIONS

Kellogg	6:00 p.m.	Media Center
Wallace	7:00 p.m.	Media Center
Chaffee	6:30 p.m.	Media Center
Green	7:00 p.m.	Media Center
Paterson	7:00 p.m.	Media Center
Reynolds	7:00 p.m.	Media Center

OPEN HOUSE DATES

High School	6:00 p.m.	9/19/19
Middle Schools	6:00 p.m.	9/05/19
Elementary Schools	6:30 p.m.	9/12/19

SEP 11 2019

EL

DATE: September 6, 2019
TO: Members of the Board of Education
FROM: Dr. Maureen L. Brummett, Superintendent of Schools
SUBJECT: **HIGH SCHOOL PARENT-TEACHER CONFERENCES:
DATE CHANGE REQUEST**

MB

The 2020 SAT School Day, a state required assessment of all grade 11 students, has been scheduled for Wednesday, March 25, 2020. Therefore, Ms. Terra Tigno, Principal, is requesting the Board of Education's approval to change the dates of the high school parent-teacher conferences from March 18 and 19, 2020 **to March 25 and 26, 2020.**

This change will allow all grade 11 students an optimal testing environment and minimize the impact on instructional time since only grade 11 students attend school on the SAT School Day.

The High School parent-teacher conference dates would be March 25 and 26, 2020 while the elementary and middle school parent-teacher conferences remain as scheduled on March 18 and 19, 2020.

The Board will take action on this item at the September 25, 2019 board meeting.

MLB:skp

NEWINGTON HIGH SCHOOL

Office of the Principal

Date: July 17, 2019

To: Dr. Maureen Brummett, Superintendent of Schools

From: Terra A. Tigno, Principal

Subject: **Board of Education Approval**

Newington High School has been offered a gift of over \$500, therefore, I am requesting Board of Education approval for the gift. The gift is from Christina Redman, a Newington High School teacher, and is in the amount of \$6,000. We plan to use this money to continue our efforts around addiction, mental health and decision making. Specifically, the money would be used for Chris Herren's presentation and travel expenses, along with the Herren Project's piloted lessons.

Additionally, I am requesting Board of Education approval to move Newington High School's spring conferences. Currently the conferences are scheduled for March 18 and 19, 2020, but I would like to move them to March 25 and 26, 2020, so that one of the days falls on our school SAT day (March 25). This request was made and granted for the 2018-2019 school year and it worked out best for our school.

Thank you for your attention to these matters.

SEP 11 2019

E 7

DATE: September 6, 2019

TO: Members of the Board of Education

FROM: Dr. Maureen L. Brummett, Superintendent of Schools *MB*

SUBJECT: ESTABLISHMENT OF A FIRM GRADUATION DATE

Due to new legislation that is effective July 1, 2019 (copy attached), I am requesting that the Board of Education approve Friday, June 12, 2020 as a firm graduation date for students in grade 12 for the graduating class of 2020 at Newington High School. The legislation does not require students graduating at such ceremonies to attend any regular school sessions scheduled after such graduation date.

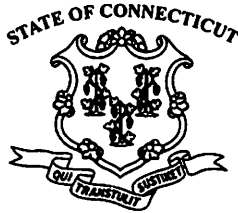
Public Act No. 19-195. This Act took effective on July 1, 2019 and includes:

Notwithstanding any provision of the general statutes, [to the contrary,] a local or regional board of education may establish for any school year a firm graduation date for students in grade twelve which is earlier than the one hundred [eighty-fifth] eightieth day noted in the school calendar originally adopted by the board of that year. [,except that a board on or after April first in any school year may establish such a firm graduation date for that school year which at the time of such establishment provides for at least one hundred eighty days of school.]

The Board will take action on this item at the September 25, 2019 board meeting.

MLB:skp

Attachment



Substitute House Bill No. 7258

Public Act No. 19-195

AN ACT CONCERNING THE ESTABLISHMENT OF A FIRM GRADUATION DATE.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. Section 10-16l of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2019*):

Notwithstanding any provision of the general statutes, [to the contrary,] a local or regional board of education may establish for any school year a firm graduation date for students in grade twelve which is no earlier than the one hundred [eighty-fifth] eightieth day noted in the school calendar originally adopted by the board for that school year. [, except that a board on or after April first in any school year may establish such a firm graduation date for that school year which at the time of such establishment provides for at least one hundred eighty days of school.]

Approved July 12, 2019

SEP 11 2019

E 8

DATE: September 6, 2019
TO: Members of the Board of Education
FROM: Dr. Maureen L. Brummett, Superintendent of Schools
SUBJECT: **REQUEST FOR 2020-2021 BUDGET GUIDELINES**

MB

Each year, the Superintendent of Schools prepares guidelines for the staff to use in the development of a fiscal year budget. I am now in the process of developing the guidelines for the educational budget for the 2020-2021 fiscal year.

The budget calendar indicates the guidelines from the Superintendent are due to the staff by September 12, 2019. The schedule requires designated staff to submit budget requests to principals and administrators in charge of specific programs by October 18, 2019 then to Central Office staff by October 28, 2019. The review by the Superintendent of Schools will begin on December 2, 2019. The Superintendent of Schools' Proposed Budget will be presented to the Board of Education on **February 5, 2020**. This process provides a series of careful reviews prior to the presentation of Superintendent's proposed budget requests to the Board of Education. The process will assist in the development of a budget that clearly supports the Board's educational priorities.

The thoughts, suggestions and comments of Board of Education members are important to ensure the guidelines truly reflect the type of budget the Board would like to review during the 2020-2021 budget process. The existing and new agreements with contracted employees will require necessary funding. Ongoing curriculum needs and curriculum enhancements must also be considered due to the gradual shift to mastery-based learning. Replacement of technology equipment and software will need to be included in the general operating budget. The need for general maintenance and replacement in our aging facilities must also be recognized in the budget process. I am anticipating a very reasonable request this year provided there are no unanticipated developments. The Board may wish to consider the areas listed below for consideration in the establishment of guidelines:

- 1. Continuous Improvement of Student Achievement that Includes Districtwide Performance that Exceeds State and National Averages**
- 2. Expand Student Access to Social/Emotional Supports**
- 3. Provide Infrastructure, and Instructional Supplies that Support 21st Century Learning**
- 4. Increase and Enhance Opportunities for Extended Learning**
- 5. Enhance the Integration of Technology Into Instruction**
- 6. Expand Access to Early Childhood Education**
- 7. Expand Opportunities for Professional Learning and Collaboration**

- 8. Maintain Support for the Arts, Athletics, and Student Activities**
- 9. Maintain emphasis on student/staff ratio comparable to the State and reference group.**
- 10. Design and Fund the Capital Improvement Plan**
- 11. Provide sufficient funds to meet the conditions of negotiated contracts including health insurance costs**
- 12. Provide sufficient funds for safety and security.**

The Mission Statement for Newington Public Schools

The Mission of the Newington Public School system, an educational partnership of school, family and community, is to ensure every student acquires the knowledge, skills and attitudes to continue to learn, live a productive life and contribute to a diverse, rapidly changing society. This is accomplished within a caring environment through a planned program of quality learning experiences that challenge and encourage each individual to reach full potential.

During the 2019-2020 Strategic Planning Process, it was determined the Mission still represents the purpose of the school system and its reason for existing; therefore, no changes were made to the Mission Statement. The objectives, strategies and parameters were reviewed and adjusted to meet the current needs of our school system and students. The major objectives are:

- Every student graduates college and/or career, and citizenship ready.
- The district can adapt to internal and external influences efficiently and effectively.
- Students and staff members feel safe, supported and respected.
- The district commits to investing in infrastructure that support 21st Century Learning.

Through this process, a set of themes emerged for the operation of the school system that we will live within as we strive to achieve our mission. These parameters can also be considered as possible budget guidelines. These are:

- Positive relationships among students and staff create a safe, emotionally supportive and engaging climate for learning.
- Clear and consistent communication to all stakeholders garners support & understanding.
- Variety of learning opportunities and experiences – course offerings, internships, academies, technology – provided to students to prepare them for future learning and success.
- Staff diversity that reflects the composition of the community supports learning and relationships.
- Adaptable learning spaces address student and staff needs.

The above information provides a background for Board members to consider in providing budget guidelines to the Superintendent. We look forward to your comments and suggestions.

MLB:skp